

The Maryland-National Capital Park and Planning Commission



FY2010 Personnel Management Review Employee Demographic Profile

Prepared by
the Department of Human Resources and Management
April 2011

The Maryland-National Capital Park and Planning Commission

Performance Management Review Fiscal Year 2010

Employee Demographic Profiles

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The Maryland-National Capital Park and Planning Commission

Personnel Management Review

Fiscal Year 2010

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M-NCPPC Personnel Management Review FY2010

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MEMO

DEPARTMENT OF HUMAN RESOURCES AND MANAGEMENT
THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION



April 18, 2011

TO: Samuel J. Parker, Chairman
Françoise Carrier, Vice-Chair

FROM: Patricia C. Barney, Executive Director 

SUBJECT: Personnel Management Review (PMR), fiscal year 2010

I am pleased to submit to you the Commission's 17th edition of the Personnel Management Review (PMR) for fiscal year 2010. This document is a valuable tool for both workforce planning and budget work sessions with the County Councils:

- **Trends** examines tendencies in our workplace and how we compare to external sources.
- **Selected Highlights** provides analysis on current conditions of our workforce.
- **Composition** includes data on full- and part-time career employees, such as gender, race/ethnicity, age, employment category, length of service, coverage by collective bargaining, and retirement eligibility.
- **Salary** details wages and grade distribution by employment category, gender, race/ethnicity, average salaries by grade, number of employees at top of grade, promotions, and a comparison of Cost of Living Adjustments.
- **Benefits** contains data on enrollment in medical plans, participation in the Employees' Retirement System and leave usage, and participation in the Tuition Assistance Program.
- **Turnover** provides details on reasons for leaving by job category, gender, and race/ethnicity.
- **Non-Career** section presents demographics on seasonal, intermittent, temporary, and term employees.
- **Department Demographics** include composition, length of service, salary ranges, and turnover.
- **Appendix** section includes a listing of the job occupational groups, current pay schedules, and medical plan enrollment costs.

The PMR is available for internal review on the Commission's Intranet and the public can access it on the Internet at www.mncppc.org. The Commission remains committed to delivering a statistically sound report.

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

PERSONNEL MANAGEMENT REVIEW

Trends

1. Over the past six years, there have been no significant changes in the Commission's demographics.

Six- Year Demographic Distribution 2005-2010

	2005	2006	2007	2008	2009	2010
Asian	4.0%	4.0%	3.8%	3.7%	3.5%	3.6%
Hispanic	4.0%	4.3%	4.5%	4.9%	5.0%	5.1%
Black	33.0%	33.0%	33.6%	35.5%	36.6%	36.7%
White	58.5%	58.0%	58.1%	55.3%	54.0%	53.9%
American Indian	0.6%	0.7%	0.7%	0.6%	0.7%	0.7%
Women	38.0%	38.0%	38.0%	38.2%	39.0%	39.5%
Men	62.0%	62.0%	62.0%	61.8%	61.0%	60.5%
Total Population	1,943	1,939	1,980	2,063	2,172	2,107

2. The Commission's personnel turnover rate is lower than the 16.0% for twelve months (July 2009 to June 2010) for state and local government.

Source: Bureau of Labor Statistics, Job Openings and Labor Turnover Summary, November 2010.

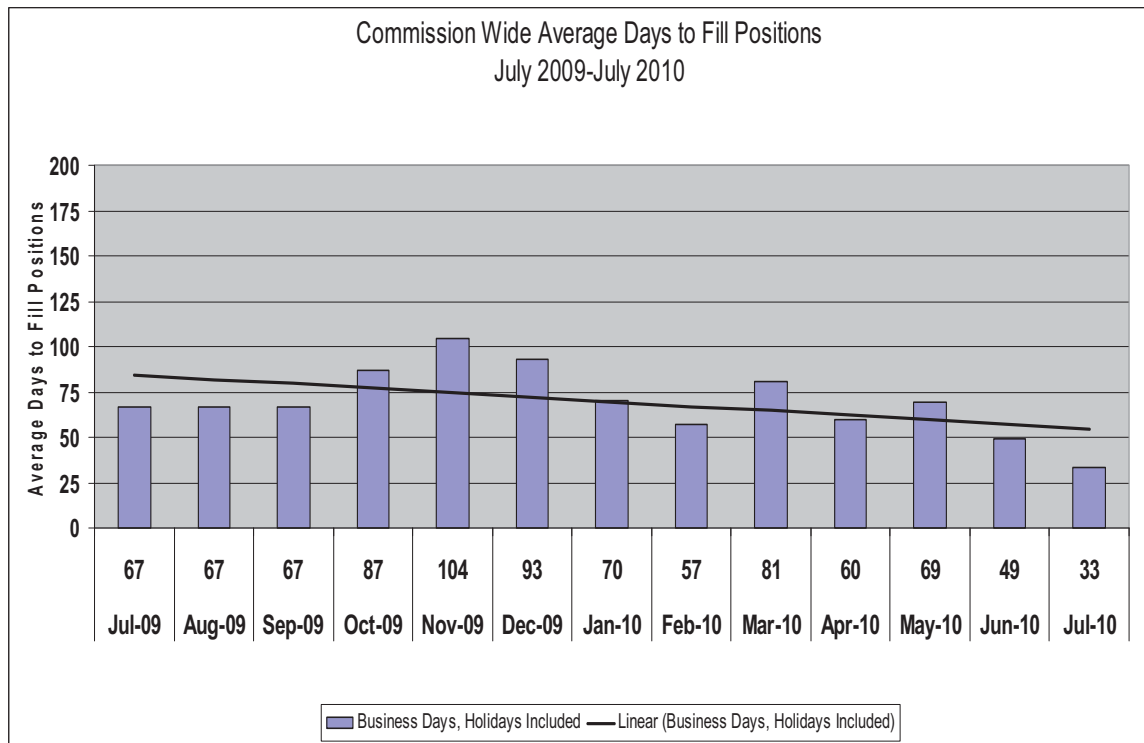
M-NCPPC Average Annual Turnover from FY05 to FY10

FY05	FY06	FY07	FY08	FY09	FY10
6.8%	8.9%	7.7%	6.8%	6.2%	7.4%

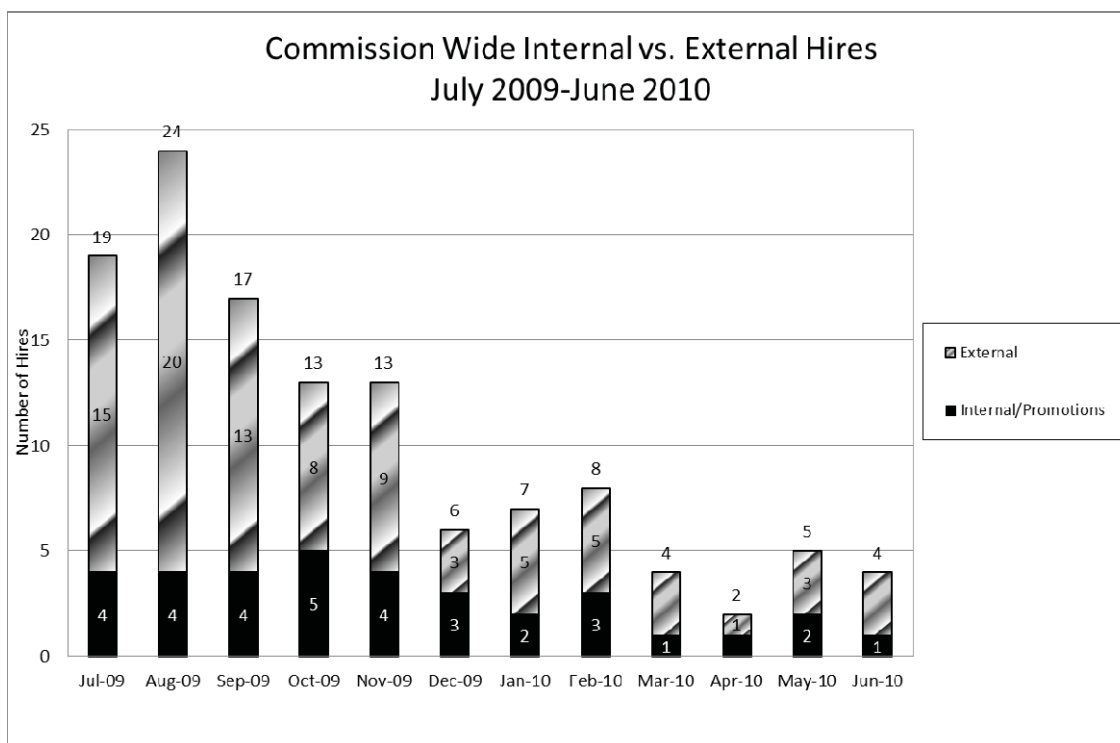
3. Females’ average salary is higher than males’ average salary. White employees’ average salary is higher than minorities’ average salary.



4. The Recruitment and Selection Services unit continues to improve the recruitment process through the utilization of NEOGOV, an automated applicant tracking system, and by continuing a partnership with the hiring departments. This “green” initiative has resulted in a faster, more efficient recruitment process and the ability to improve the seasonal hiring process utilizing the on-line application system.



5. From July 2009 to June 2010 there were 122 hires, and of that 34 or 28.0% were internal promotions.

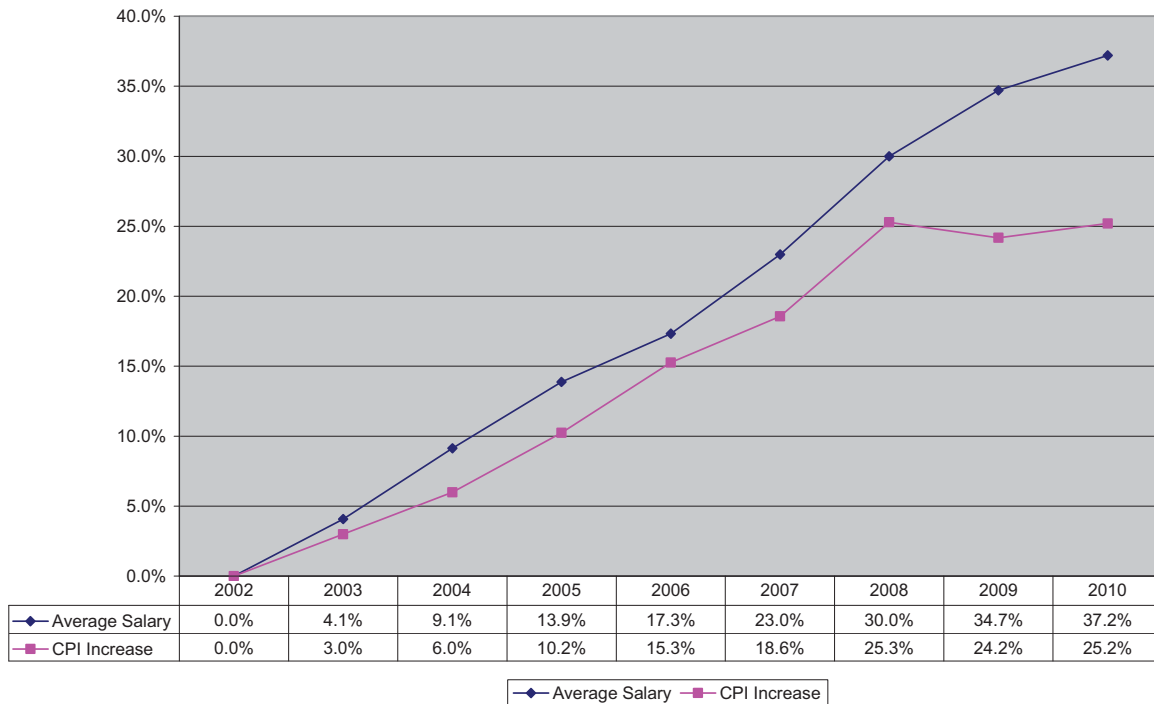


6. In FY05, 466 or 24% of the total employee population were at top of grade. In July 2006, most employee pay scales were widened by the equivalent of two 3.5% steps. Although there were no employees at top of grade in FY07, by FY08 there were 308 or 15% of employees at the top of their respective grades. In FY09 there were 211 or 9.7% employees at top of grade. The decrease was partially due to a retirement incentive program. In FY10 there were 311 or 14.8%.
7. The Commission has 37.2% of employees in unions which is slightly higher than the 36.2% national union membership rate for public sector workers. Source: US Department of Labor Bureau of Labor Statistics, Union Members Summary.

8. In 2010, Commission cumulative average salary growth exceeded the cumulative growth of the Consumer Price Index (CPI).

Source: US Department of Labor Consumer Price Index, Urban Consumer Series
Baltimore-Washington Metropolitan Area.

CPI Growth vs. Growth in Average Salaries - FY2002-2010



9. Workers' Compensation Cost Per \$100 Payroll Comparison

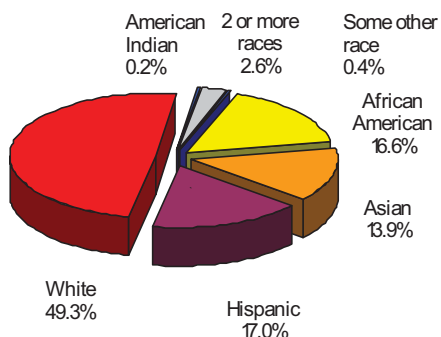
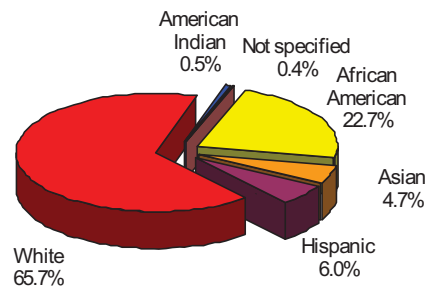
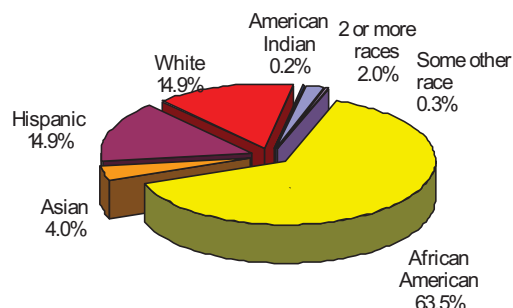
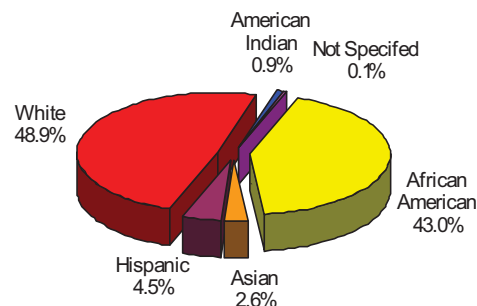
Agency	FY06	FY07	FY08	FY09	FY10	FY11
MC Government	1.93	2.64	2.35	2.55	2.81	3.16
MC Public Schools	0.61	0.51	0.45	0.50	.52	.53
M-NCPPC	1.70	1.71	1.95	2.12	2.30	2.22
City of Rockville	2.20	2.35	2.33	2.42	2.45	N/A (no longer participating)
City of Takoma Park	3.56	3.15	2.81	3.53	3.22	N/A (no longer participating)
City of Gaithersburg	0.99	0.83	0.74	0.91	.97	1.03
Revenue Authority	1.69	1.18	1.06	0.99	1.04	1.03

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION**PERSONNEL MANAGEMENT REVIEW
SELECTED HIGHLIGHTS: Workforce Profile**

**July 1, 2009 - June 30, 2010
(Fiscal Year 2010)**

Composition - Career

- The total career workforce for FY10 is 2,107. This includes 2,051 full-time career and 56 part-time career employees.
- Between FY09 and FY10, the Commission's career workforce decreased by 3.0% or a total of 65 employees.
- The employee population by gender is 1,275 or 60.5 % male and 832 or 39.5% female.
- The racial/ethnic composition of the workforce is 1,137 or 53.9% white and 970 or 46.1% minority. The minority workforce as a percentage of the total workforce is 36.7% African American, 3.6% Asian/Pacific, 5.1% Hispanic, and 0.7% American Indian.
- The change by race/ethnic group between FY09 and FY10 is:
 - Whites decreased by 0.1%
 - African Americans increased by 0.1%
 - Asians increased by 0.1%
 - Hispanics increased by 0.1%
 - American Indians remained the same
 - Non-specified decreased by 0.2%
- The racial/ethnic demographics of the Commission workforce compared to the populations of the respective Counties are reflected in the charts that follow:

**Montgomery County Population
Race/Ethnicity****M-NCPPC - Montgomery Workforce
Race/Ethnicity****Prince George's County Population
Race/Ethnicity****M-NCPPC - Prince George's
Workforce
Race/Ethnicity**

Source for County Demographics: 2010 U.S. Census, U.S. Census Bureau, Research and Technology Center, Montgomery County Planning Department, March 2011. M-NCPPC workforce does not include Central Administrative Services. Prince George's County Population totals 99.8%. These charts are not meant to be a one for one comparison since the county statistics include all ages.

- In FY10, the largest number and percent of employees at the Commission falls into the Professional category. The greatest number of minority employees is in the Professional and Service Maintenance employment categories. Of the 970 minority employees, 42.8% or 416 are in the Professional category and 24.9% or 242 are in the Service/Maintenance category.

- The number of employees by job category is as follows:

	FY10	FY09	Change from FY09
Officials/Administrators	68	70	-2.9%
Professionals	927	951	-2.5%
Technicians	117	122	-4.1%
Protective Service ¹	148	135	9.6%
Para-Professional	98	97	1.0%
Administrative	138	151	-8.6%
Skilled Craft	191	206	-7.3%
Service/Maintenance	420	440	-4.5%

- The majority of female employees are in the Professional and Administrative employment categories. Of the 832 female employees, 57.9% or 482 are in the Professional category and 13.6% or 113 are in the Administrative category.
- By job category, the percent of positions held by minorities and females is as follows:

Job Category	Minorities (%)	Females (%)
Officials/Administrators	32.4	36.8
Professional	44.8	51.9
Technicians	38.5	38.5
Protective Service	39.2	29.1
Para-Professional	52.0	79.6
Administrative	58.7	81.9
Skilled Craft	28.8	0.5
Service Maintenance	57.6	10.7

Note: Minority females will appear in both categories.

¹ The definition of the Protective Services is found in the guidelines from the Equal Employment Opportunity Commission (EEOC). Under these guidelines, Officers in the ranks of Park Police Officer Candidate, Park Police Officer I through Park Police Officer IV are defined as Protective Services. EEOC defines the rank of Sergeant as Technical, Lieutenant and Captain are defined as Professional and the Commander is an Official/Administrator. These definitions differ from the rank determinations in Article 28, MD State Codes, which delineates members of the Park Police Collective Bargaining Unit as Park Police Officer 1 through IV, and Sergeant.

Tenure

- The average length of service is 11.5 years; 53% of the employees have been here 9 years or less.
- The average length of service for females is 11.0 years and for males is 12.0 years. The average length of service is 12.9 years for whites, 11.09 years for Asian Americans, 9.80 for African Americans, 11.78 years for American Indians, and 9.10 years for Hispanic American employees.
- The average age of career employees increased slightly from 45.4 years in FY09 to 45.6 years in FY10.
- Using the current employee population, 309 or 14.6% of the employees will have reached normal retirement eligibility in FY11. From FY11 through FY15, 641 or 30.4% of the employees will be eligible for normal retirement. (For explanation of normal retirement eligibility, see Benefits Section of these Highlights.)

Collective Bargaining

- In FY10, 37.21% of the career employees have an exclusive representative for the purposes of collective bargaining.
- In FY10, the Fraternal Order of Police Lodge #30 represented 145 Park Police officers. This is 6.88% of the workforce.
- The Municipal and County Government Employees Organization (MCGEO), Local 1994, UFCW is the exclusive representative for the Service/Labor, Trades and Office bargaining units. Composition of the units:

The Service/Labor Unit is composed of 345 employees or 16.37% of the workforce.

The Trades Unit is composed of 154 employees or 7.31% of the workforce.

The Office Unit is composed of 140 employees or 6.64% of the workforce.

Salaries

- The Commission's pay schedule for General Service Employees is built on 12 grades, with minimum, midpoint and maximum steps for each grade. The pay scale was installed in mid FY98 and reduced by half the number of pay bands. Additionally, there are pay schedules for Park Police and the Service/Labor bargaining units that are designed to accommodate the collective bargaining

agreements. There are pay schedules for the Office/Clerical and Trades bargaining units that are derivatives of the General Service Pay Schedule, and there are pay schedules for Information Technology. Copies of pay schedules are included in the Appendix.

- The average salary for full-time Commission employees is \$64,766. The actual distribution of full-time employees by pay range indicates that approximately 0.4% earn \$29,000 or less; 47.9% earn between \$30,000 and \$59,000; and 51.6% earn \$60,000 or more.
- A special pay scale was established in FY01 for Information Technology. Average salary for employees on the Information Technology pay scale is \$86,336.
- The average salary for female employees is \$67,138. The average salary for male employees is \$63,262. The average salary for white employees is \$68,260 and the average salary for minority employees is \$60,736.
- The average salaries for represented employees are as follows:

FOP:	\$69,687
Trades:	\$52,346
Administrative:	\$48,088
Service/Labor:	\$40,963

Promotions and Cost of Living Adjustments

- In FY10, 63 or 3.0% of employees received promotions. Of that 19 or 30.2% were females and 44 or 69.8% were males; and 32 or 50.8% were white and 31 or 49.2% were minority. There were 22 promotions in the Protective Service category and 21 in the Professional category.
- In FY10, there were 312 or 14.8% employees at top of grade.
- In FY10, General Service employees did not receive a cost of living adjustment (COLA), employees represented by MCGEO received a \$1,420 lump sum wage adjustment, and Officers in the FOP bargaining unit received a 3.75% increase.
- From FY99 through FY10, there has been a cumulative COLA of 29.6% for non-represented M-NCPPC employees as compared with a cumulative COLA of 33.6% for non-represented employees of Montgomery County Government; and 23.25% for non-represented employees of Prince George's County Government.
- In FY10 M-NCPPC Park Police Officers have received a cumulative COLA of

32.0%. During the same period of time, police in Montgomery County received a cumulative COLA of 31.7%, and police in Prince George's County received a cumulative COLA of 25.2%. Some of the COLAs were effective at different times of the year.

Health Benefits – Career and Term Contract

- Employees may select from three medical plans for health insurance coverage. These include a Point of Service Plan (POS), a Health Maintenance Organizations (HMO), and an Exclusive Provider Organization (EPO). The Commission also offers employees vision, prescription, and dental plans; life, accidental death, dismemberment (AD&D), long term care, a sick leave bank, and long term disability insurance (LTD); employee assistance program (EAP), deferred compensation, access to legal services, and flexible spending accounts.
- The POS allows members to select a primary care physician (PCP) to coordinate all care, including referrals to participating specialists. There are no deductibles when network providers are appropriately used. Members can also by-pass their PCP to access other providers directly, but the reimbursement is lower, deductibles must be met, and the out-of-pocket cost is higher.
- The HMO is a gatekeeper system that uses individual doctor offices or group practices. This type of HMO is called an Individual Practice Association (IPA) model. Employees select a Primary Care Physician who monitors all of their treatment and they receive all of their medical treatment from HMO doctors and facilities. There is no benefit for out-of-network treatment. After the required co-payment, coverage is provided at 100%.
- The United Health Care Exclusive Provider Organization (UHC EPO) allows members to use any provider in the network without a referral. A Primary Care Physician (PCP) must be selected. Most services are covered in full with some requiring a co-payment. Visits to a specialist are covered subject to the office visit co-payment as long as the specialist is a participating provider in the United Health Care Select EPO Network. There are no out-of-network benefits.
- Distribution by Medical plan participation is 16.33% in the HMO, 48.93% in the POS, and 22.40% in the EPO. There are 12.34% career employees who elected not to participate in any medical plan.

Retirement Benefits – Career

- The Commission offers a retirement system which has been mandatory since 1979 and is composed of four defined benefit plans:
 1. Defined Benefit Plan A is non-integrated with Social Security and has been closed to membership since December 31, 1978; 1.09% of the full and part-time career employees are in Plan A.
 2. Defined Benefit Plan B is integrated with Social Security; 87.33% of full and part-time employees are in Plan B.
 3. Normal retirement for employees in both Plan A and Plan B is age 60 with at least five years of credited service or 30 years of credited service regardless of age.
 4. Defined Benefit Plans C and D are the retirement plans for the Park Police and account for 8.69% of the retirement plan participation. Normal retirement for Plan C is age 49 with 25 years of credited service or age 55 with at least five years of service. Normal retirement for Plan D is 49 with 22 years of credited service or age 55 with at least five years of service; Plan D was closed to new membership in 1993.
- There are 0.09% of the career employees not enrolled in any retirement plan.
- At retirement from Commission employment, accumulated sick leave and approved long term disability (LTD) leave are converted to service in the employee's defined benefit plan.

General Benefits

- In FY10, the Commission granted 10 Holidays and 3 personal days.
- In FY10, employees used an average of 54 hours or 6.75 days of sick leave; this is a 0.15% increase in usage of sick leave from FY09.
- In FY10, employees used an average of 77 hours or 9.6 days of annual leave; this is an increase of 1.0% from FY09.
- In FY10, 97 employees utilized the Tuition Assistance Program. This is a usage decrease of 10% from FY09.
- 6,192 hours were contributed to the Sick Leave Bank in the 2010 calendar year.
- 3,590 hours of the sick leave bank were used during calendar year 2010.

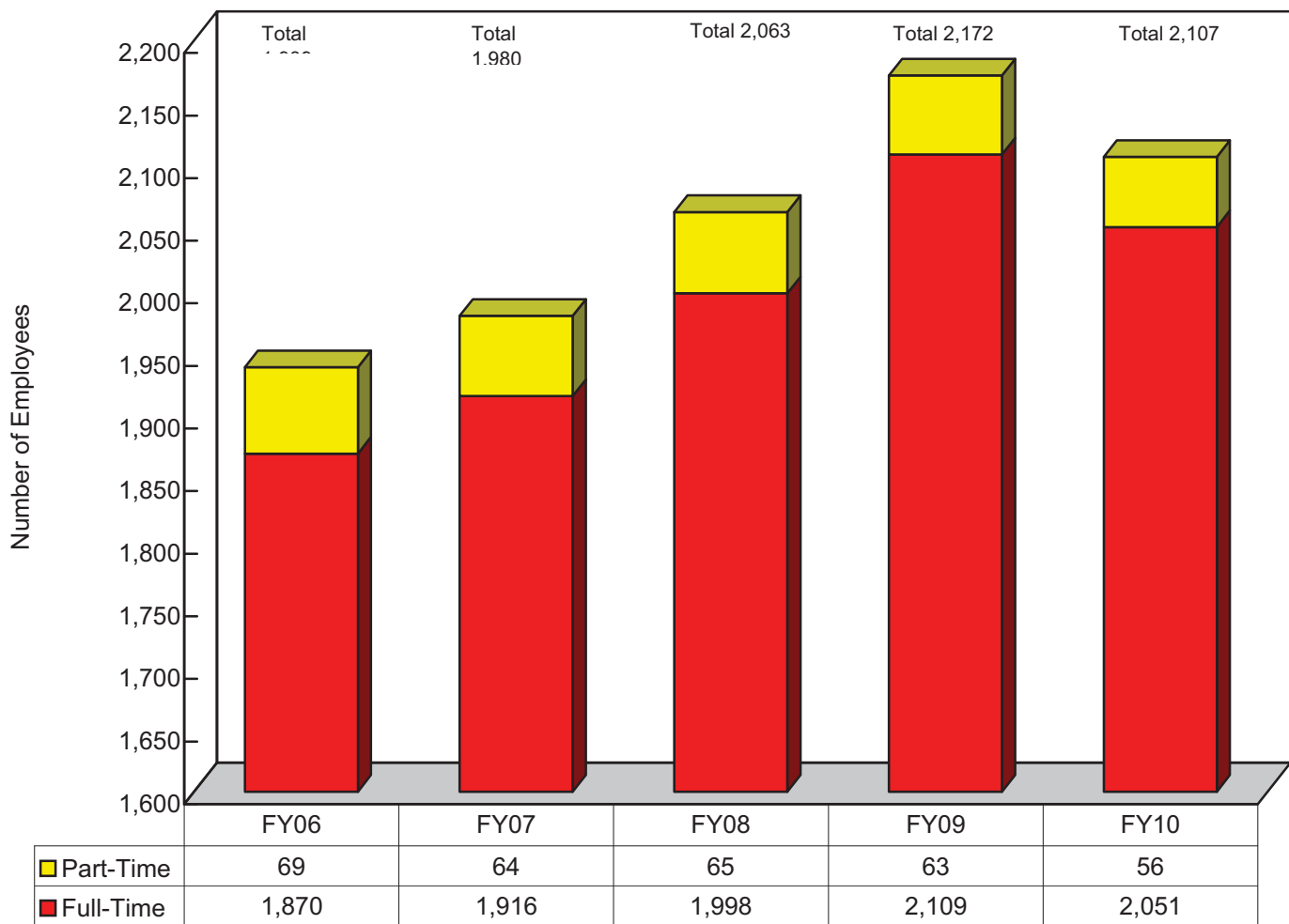
Turnover – Career

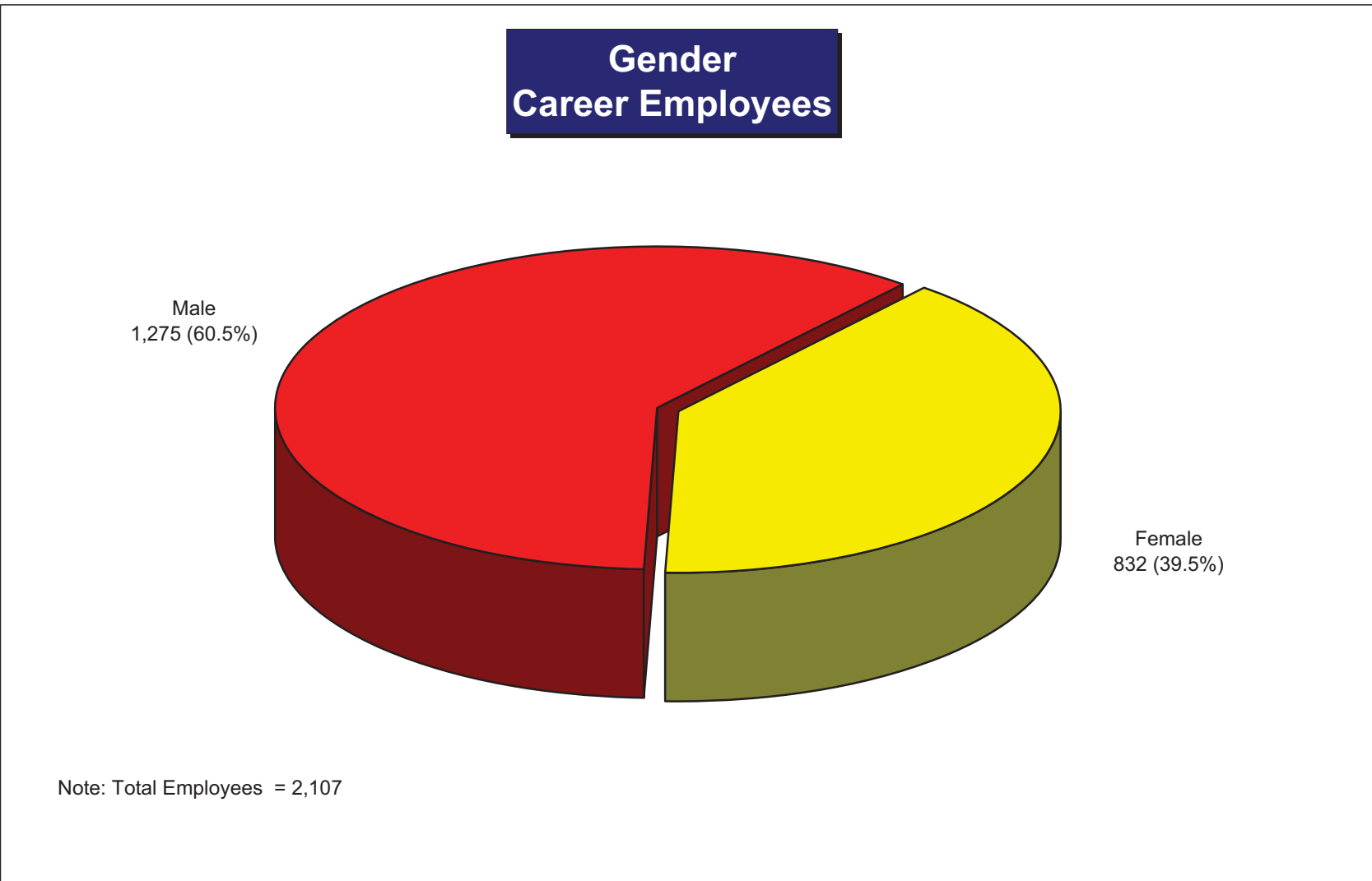
- The turnover rate in FY10 was 7.4% or 156 employees. The average turnover rate for the past five fiscal years is 7.4%.
- In FY10, of the 156 employees leaving, 67.3% were male and 32.7% were female.
- In FY10, the composition of exiting employees was 62.18% white and 37.82% minority.
- Of the employees leaving, 41.0% occurred in the Professional employment category followed by 23.0% in Service/Maintenance. This is a thirteen year trend for the professional job category.
- In FY10, the most common reasons for leaving were normal retirement, personal reasons, to accept a new job, and violation of rules.

Composition - Non-Career

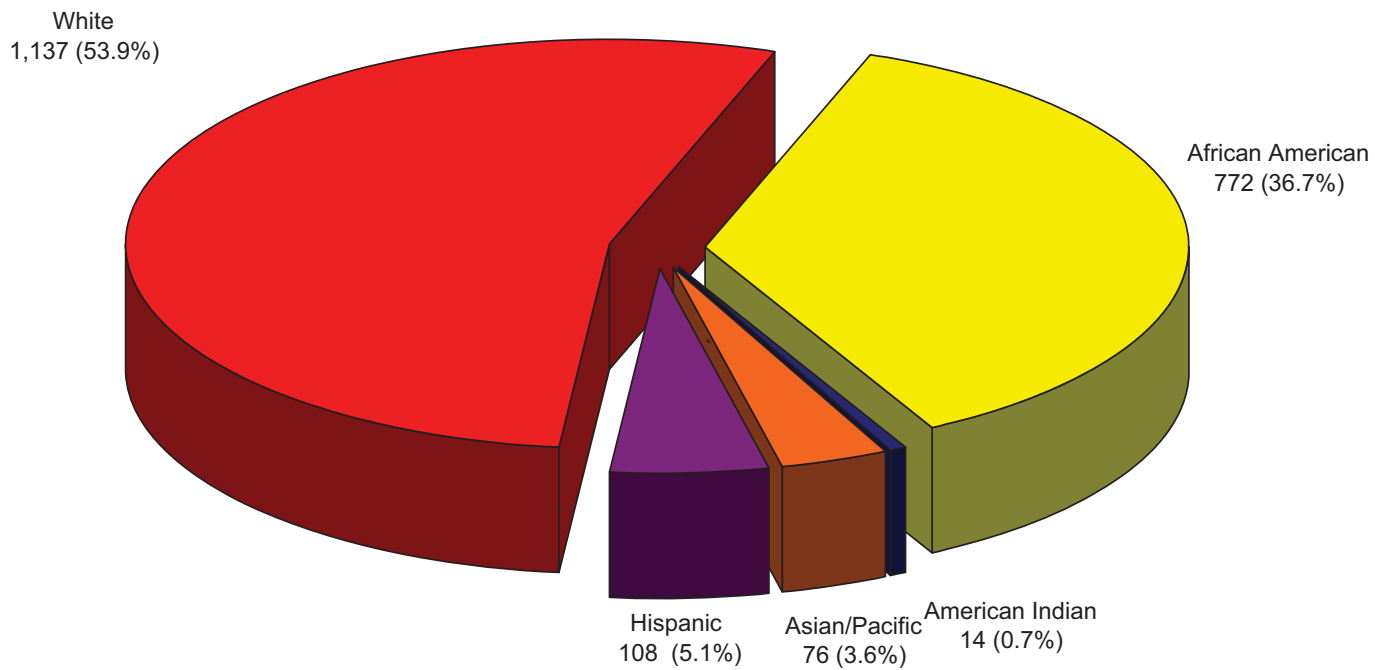
- In FY10, the non-career workforce numbered 5,005. Of this number, 99.0% were seasonal or intermittent.
- Of the non-career employees, 92.23% work in the Prince George's County Department of Parks and Recreation and 7.25% work in Montgomery County Department of Parks.
- In FY10, 33 or 0.7% of non-career employees were classified as Term contract employees and 0.3% were Temporary. These employees work at least 30 hours per week on a year-round basis. The average length of employment is two years. These employees receive a limited benefit package. As a percent of non-career employees, term employees decreased by 0.2% from FY09.
- The gender make-up of non-career employees is 52.2% female and 47.8% male.
- The racial/ethnic make-up of non-career employees is 78.7% minority, 20.1% white, and 1.2% is not specified. The largest group is African American with 73.8%.
- Of non-career employees, 55.1% are 29 years or younger.

Full/Part-Time Career Employees



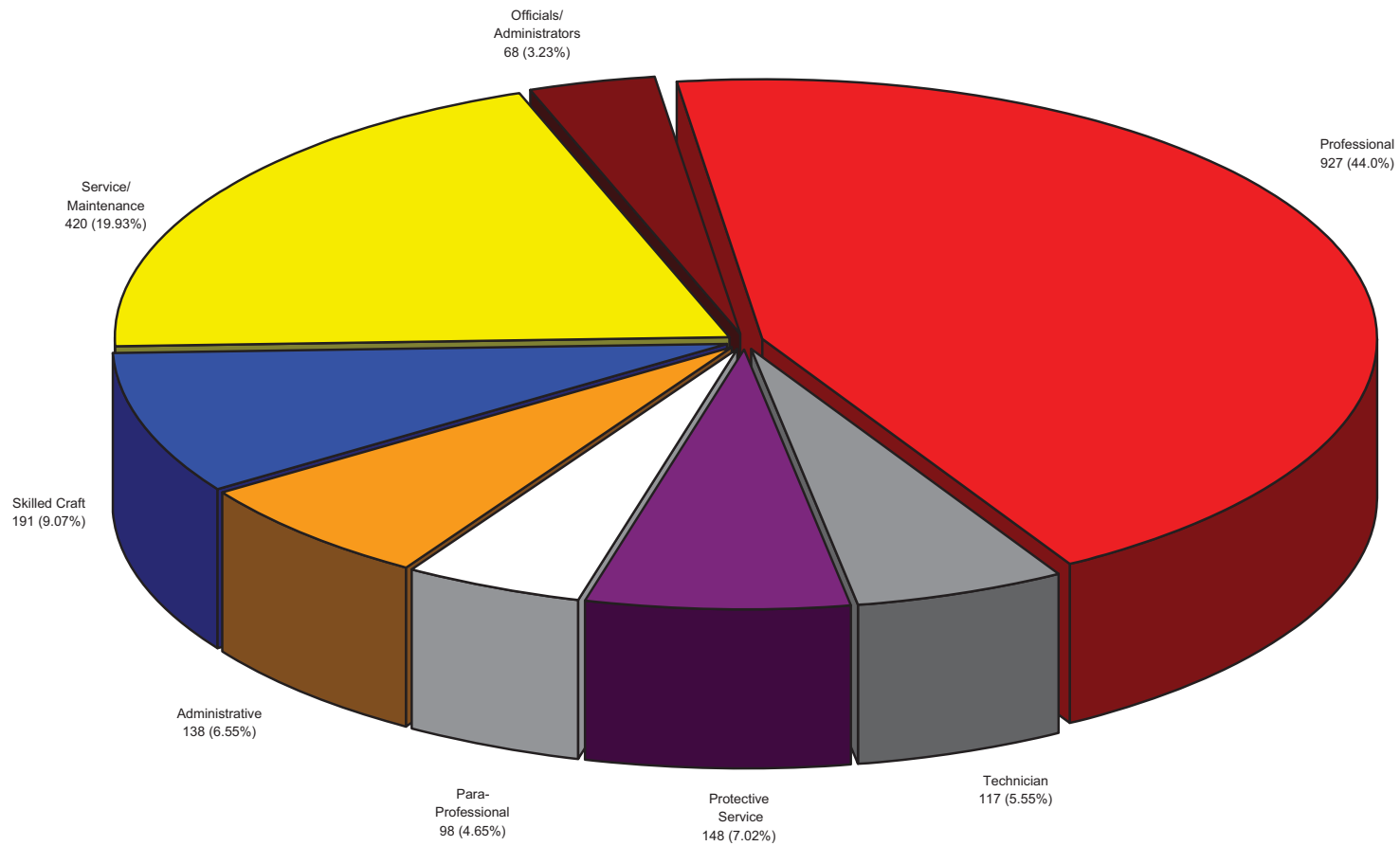


Race/Ethnicity Career Employees



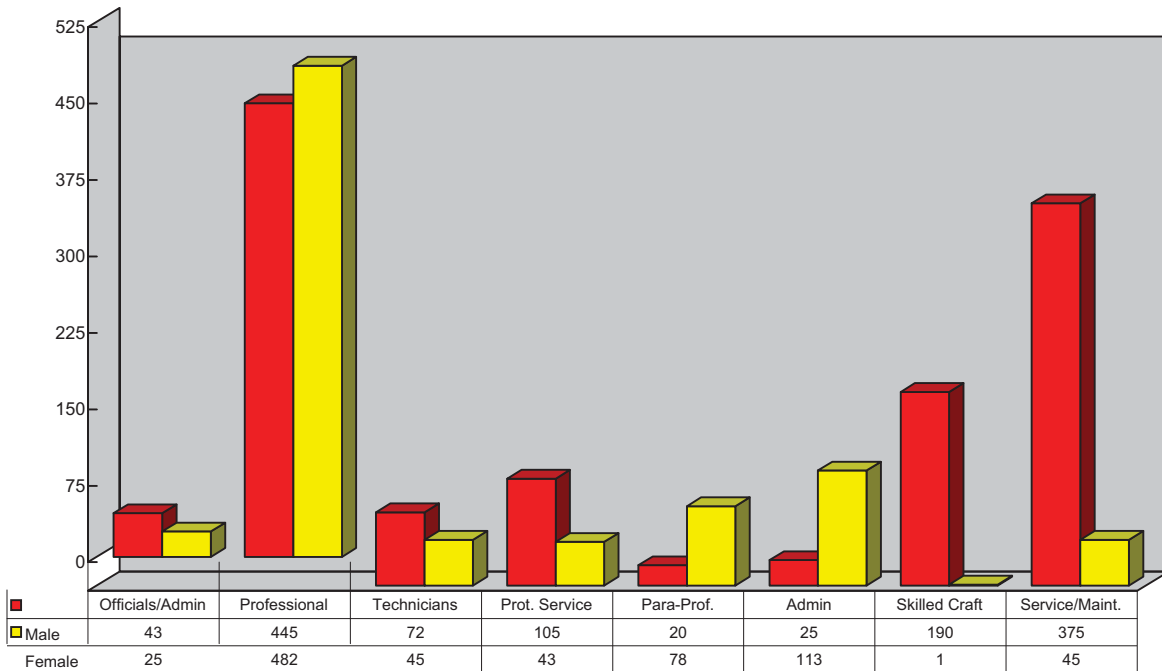
Note: Total Employees = 2,107

Employees by Employment Category



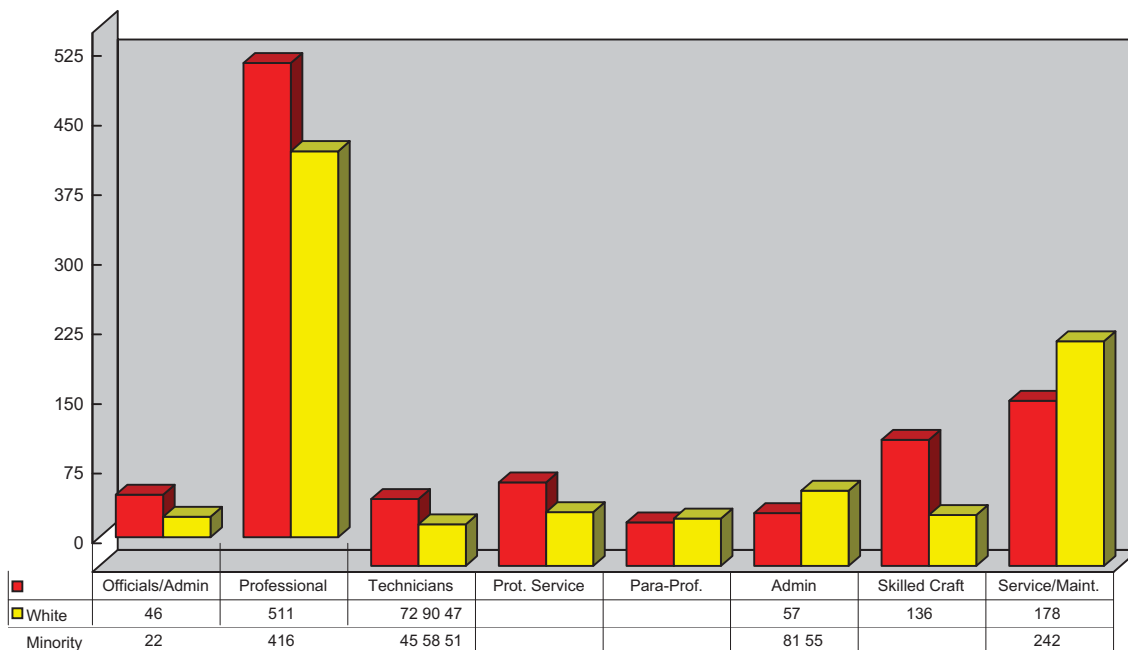
Total Employees = 2,107

Distribution by Employment Category and Gender



Total Employees = 2,107

Distribution by Employment Category and Race/Ethnicity



Total Employees = 2,107

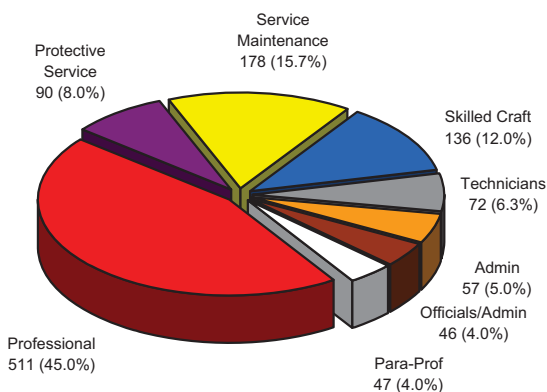
Race/Ethnicity, Gender and Employment Category

White Male	Official/Administrator	30	1.38%	Hispanic Female	Official/Administrator	0	0.00%
	Professional	245	11.28%		Professional	10	0.46%
	Technical	45	2.07%		Technical	2	0.09%
	Protective Service	58	2.67%		Protective Service	0	0.00%
	Paraprofessional	16	0.74%		Paraprofessional	4	0.18%
	Administrative	11	0.51%		Administrative	7	0.32%
	Skilled Craft	135	6.22%		Skilled Craft	0	0.00%
	Service/Maintenance	<u>161</u>	7.41%		Service/Maintenance	<u>7</u>	0.32%
		701	32.27%			30	1.38%
White Female	Official/Administrator	16	0.74%	Asian/Pacific Male	Official/Administrator	0	0.00%
	Professional	266	12.25%		Professional	22	1.01%
	Technical	27	1.24%		Technical	2	0.09%
	Protective Service	32	1.47%		Protective Service	9	0.41%
	Paraprofessional	31	1.43%		Paraprofessional	0	0.00%
	Administrative	46	2.12%		Administrative	0	0.00%
	Skilled Craft	1	0.05%		Skilled Craft	2	0.09%
	Service/Maintenance	<u>17</u>	0.78%		Service/Maintenance	<u>11</u>	0.51%
		436	20.07%			46	2.12%
African American Male	Official/Administrator	10	0.46%	Asian/Pacific Female	Official/Administrator	1	0.05%
	Professional	159	7.32%		Professional	23	1.06%
	Technical	20	0.92%		Technical	1	0.05%
	Protective Service	30	1.38%		Protective Service	0	0.00%
	Paraprofessional	3	0.14%		Paraprofessional	3	0.14%
	Administrative	10	0.46%		Administrative	2	0.09%
	Skilled Craft	41	1.89%		Skilled Craft	0	0.00%
	Service/Maintenance	<u>168</u>	7.73%		Service/Maintenance	<u>0</u>	0.00%
		441	20.30%			30	1.38%
African American Female	Official/Administrator	8	0.37%	American Indian Male	Official/Administrator	1	0.05%
	Professional	178	8.20%		Professional	4	0.18%
	Technical	15	0.69%		Technical	1	0.05%
	Protective Service	11	0.51%		Protective Service	1	0.05%
	Paraprofessional	40	1.84%		Paraprofessional	0	0.00%
	Administrative	58	2.67%		Administrative	0	0.00%
	Skilled Craft	0	0.00%		Skilled Craft	1	0.05%
	Service/Maintenance	<u>21</u>	0.97%		Service/Maintenance	<u>1</u>	0.05%
		331	15.24%			9	0.41%
Hispanic Male	Official/Administrator	2	0.09%	American Indian Female	Official/Administrator	0	0.00%
	Professional	15	0.69%		Professional	5	0.23%
	Technical	4	0.18%		Technical	0	0.00%
	Protective Service	7	0.32%		Protective Service	0	0.00%
	Paraprofessional	1	0.05%		Paraprofessional	0	0.00%
	Administrative	4	0.18%		Administrative	0	0.00%
	Skilled Craft	11	0.51%		Skilled Craft	0	0.00%
	Service/Maintenance	<u>34</u>	1.57%		Service/Maintenance	<u>0</u>	0.00%
		78	3.59%			5	0.23%

Percentages are based on total number of employees which is 2,107.

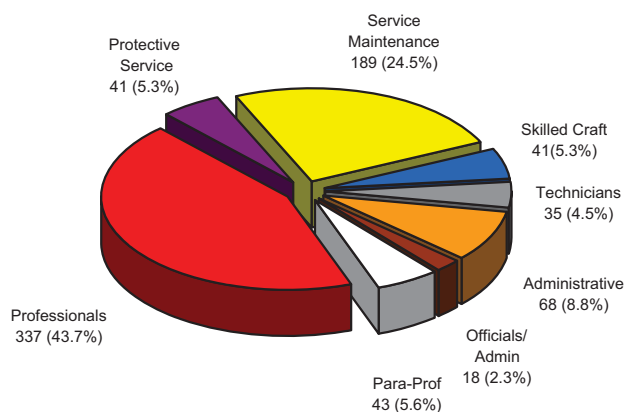
Employees by Race/Ethnicity and Employment Category

White Employees



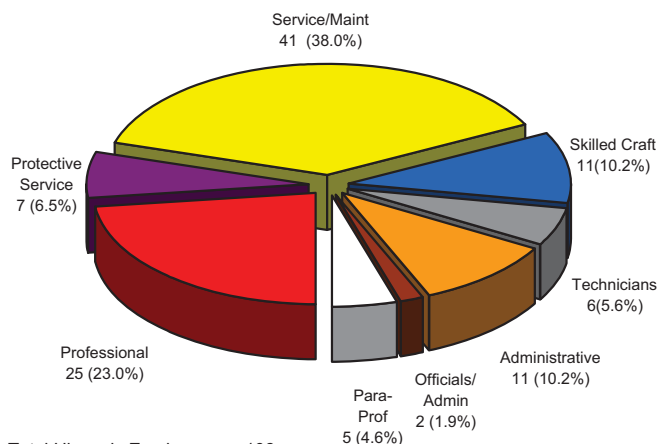
Total White Employees = 1,137

African American Employees



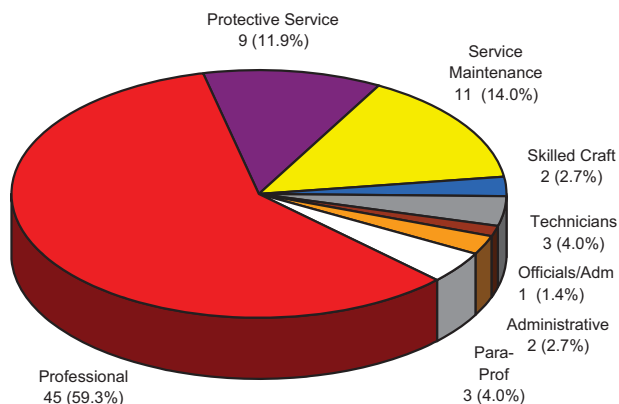
Total African American Employees = 772

Hispanic Employees



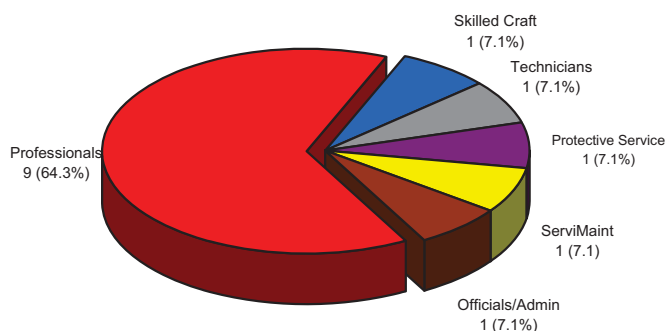
Total Hispanic Employees = 108

Asian Employees



Total Asian Employees = 76

American Indian Employees

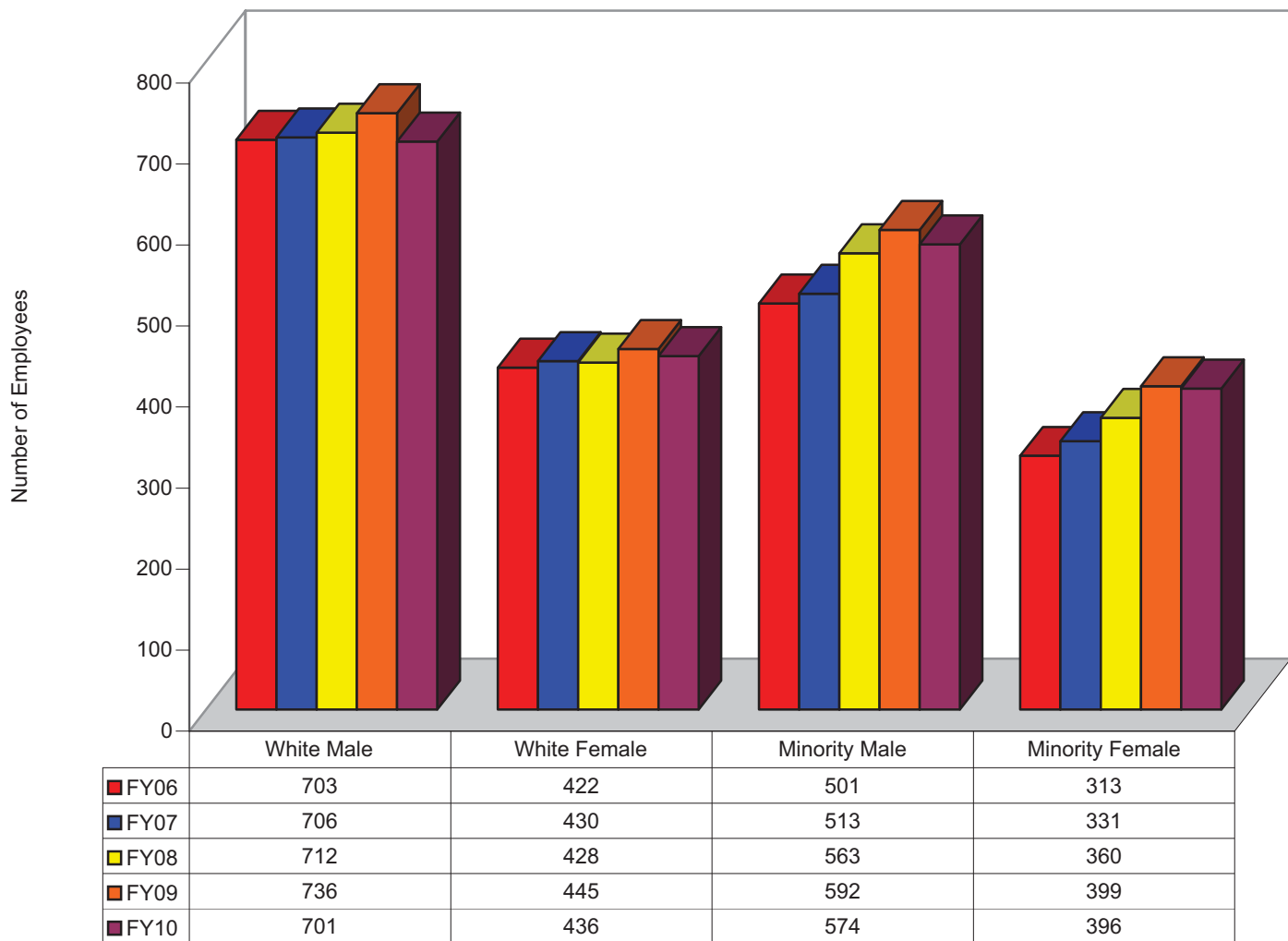


Total American Indian Employees = 14

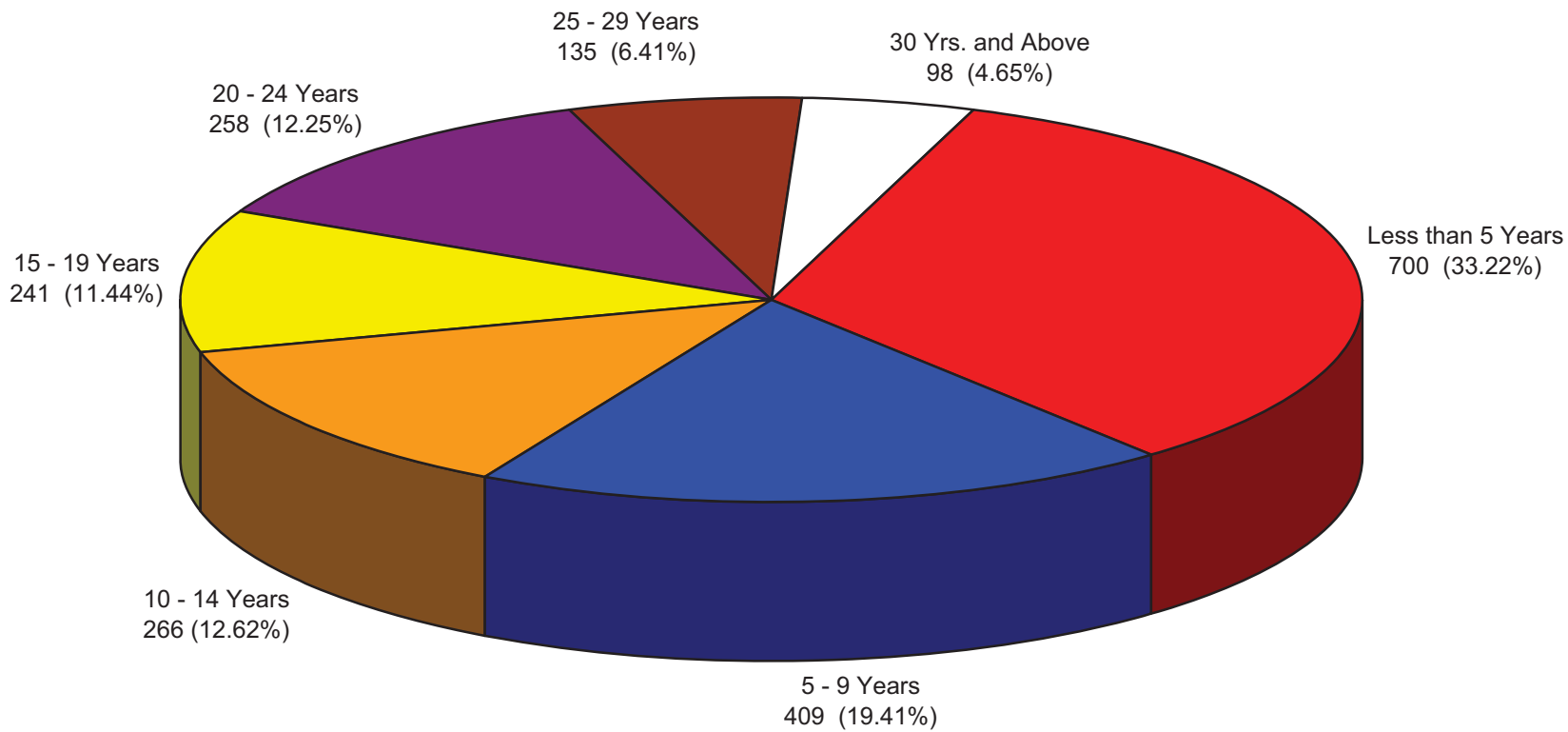
Total Career Employees = 2,107

Percentages listed are the total for that job category, within that racial/ethnic category.

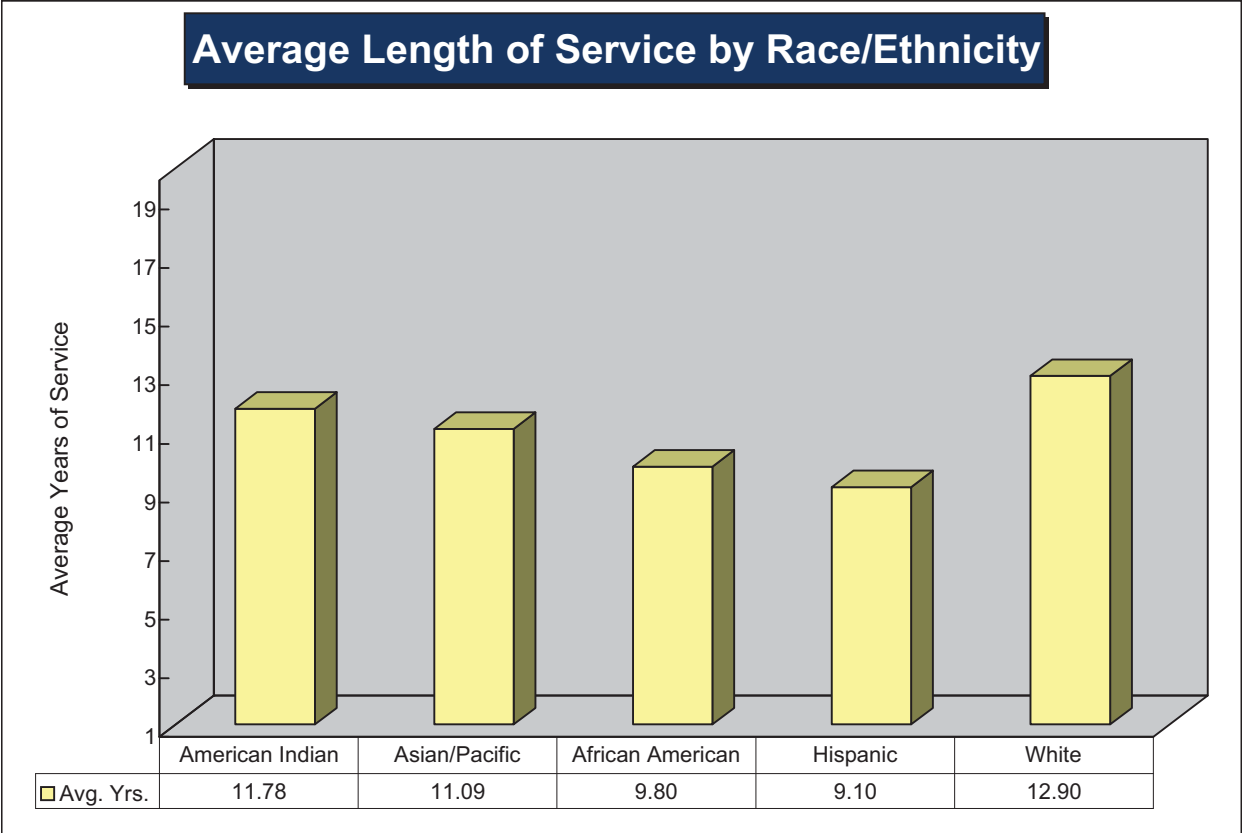
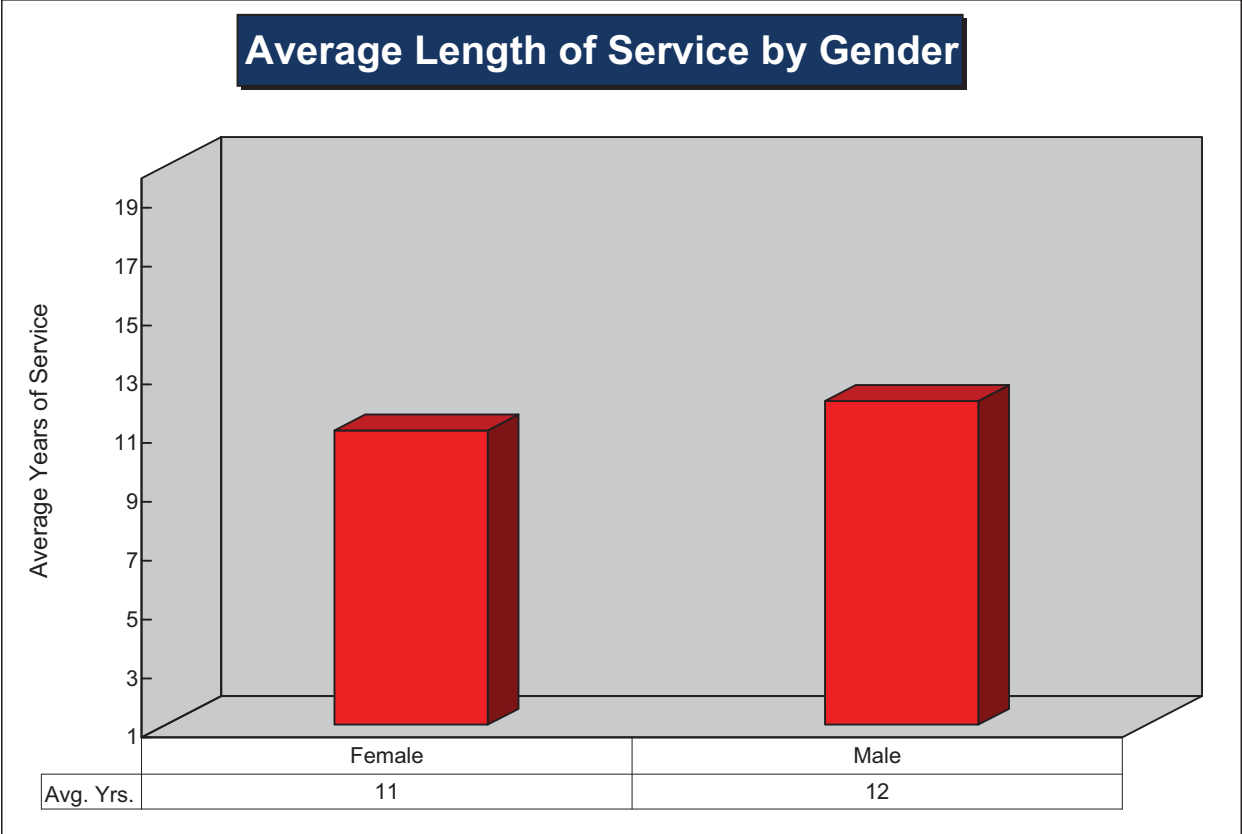
Workforce Composition - Five Year Comparison



Length of Service Career Employees



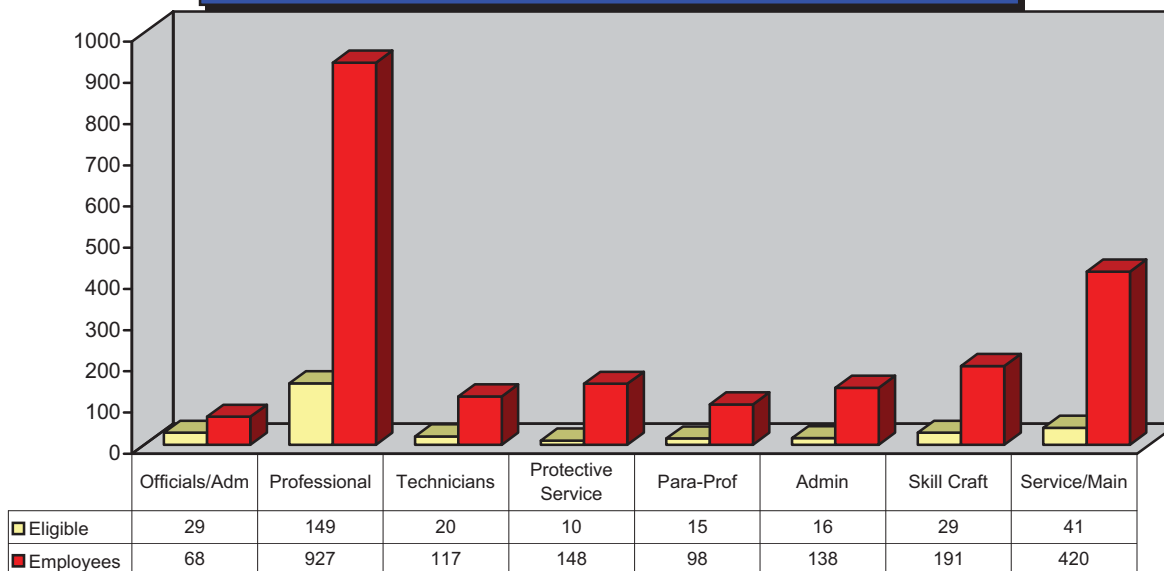
Note: Total Employees = 2,107



Employees Eligible for Normal Retirement Between FY11 and FY15

	FY11	FY12	FY13	FY14	FY15	Total
Pr. Geo Comm	6	1	1	3	0	11
Pr. Geo Pks & Rec	156	36	33	40	41	306
Pr. Geo Planning	28	10	4	6	5	53
Sub Total	190	47	38	49	46	370
CAS	16	3	6	3	6	34
Mont. Comm	1	1	0	1	1	4
Mont. Parks	81	22	28	27	34	192
Mont. Planning	21	5	7	5	3	41
Sub Total	103	28	35	33	38	237
Total	309	78	79	85	90	<u>641</u>

Employees by Job Category Eligible to Retire Between FY11 and FY15 (Collectively)



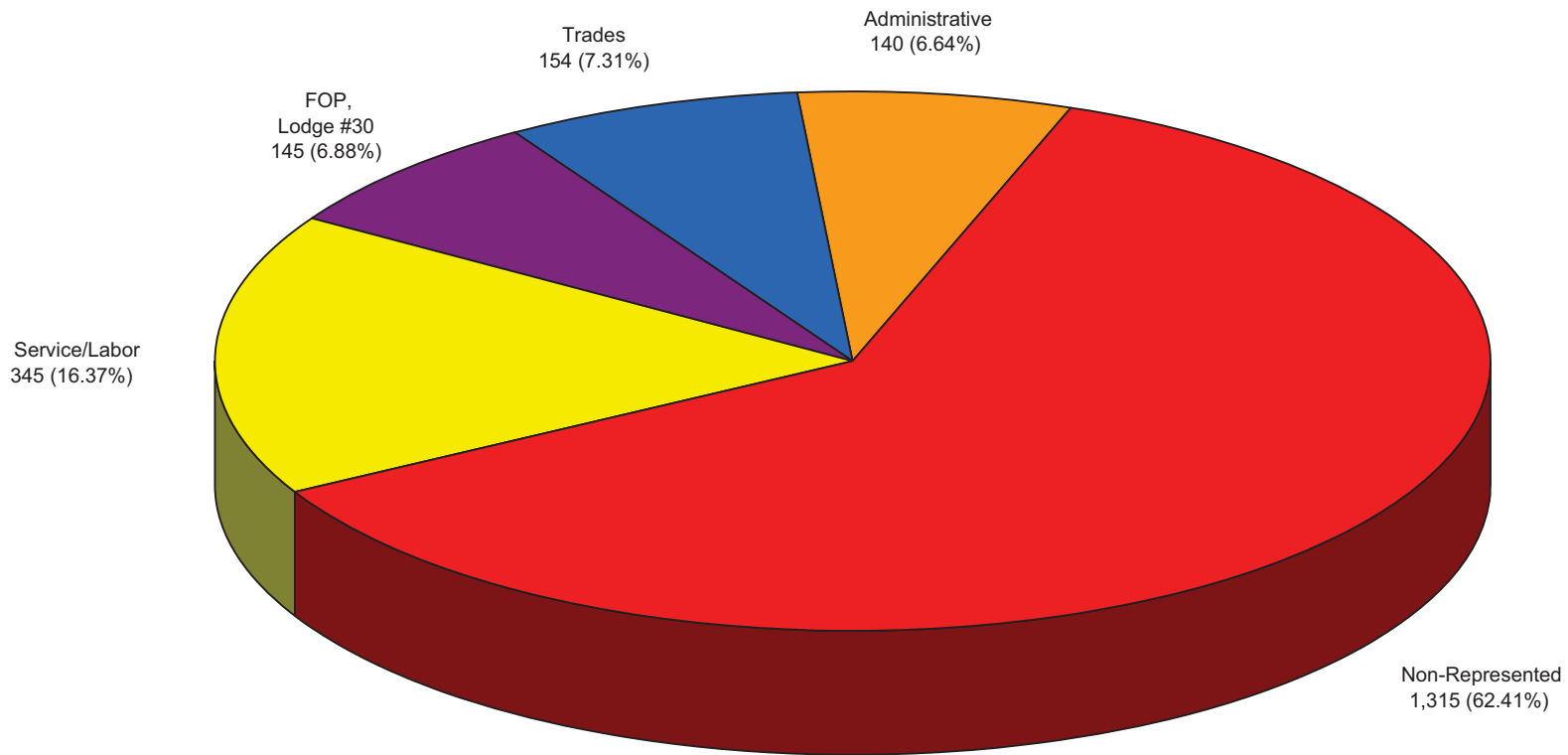
Between FY11 and FY15, 641 or 30.4% of current employees will reach normal retirement eligibility. This is an average of 128 employees for each of those years.

Based on the current number of employees, by EEO category, this represents:

- 42.65% of the Official/Administrator category
- 16.07% of the Professional category
- 17.09% of the Technician category
- 6.76% of the Protective Service category
- 15.31% of the Para-Professional category
- 11.59% of the Administrative category
- 15.18% of the Skilled Craft (Trades) category
- 9.76% of the Service/Maintenance category

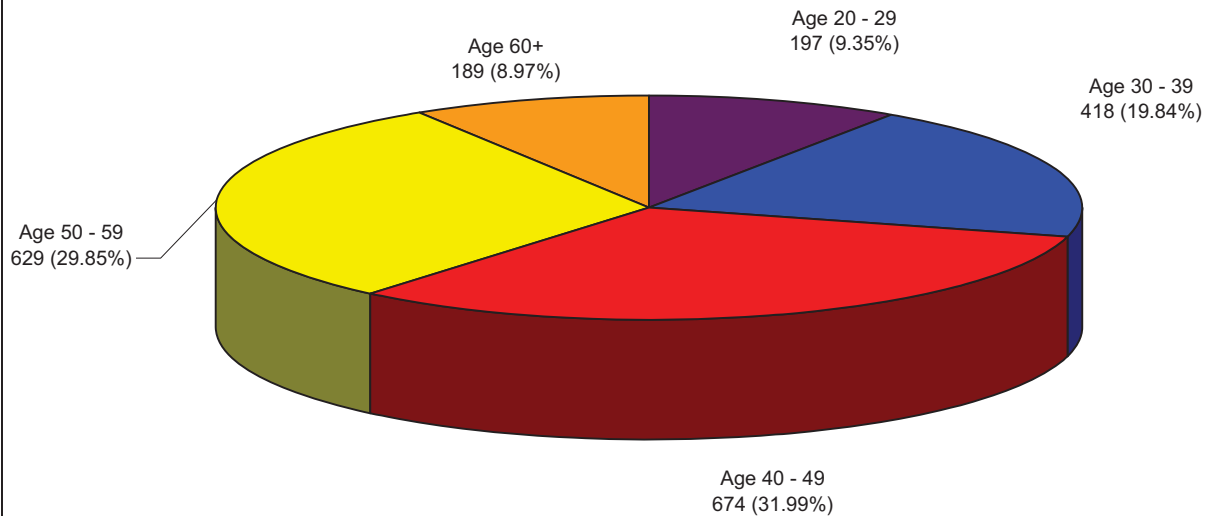
Excludes appointed officials and employees in Long Term Disability status.

Represented and Non-Represented Employees



37.21% of career full-time employees are represented for the purpose of collective bargaining; 62.41% of employees are not represented; and 8 or 0.38% police candidates will not join the FOP until they complete their training to become officers.

Distribution of Employees by Age



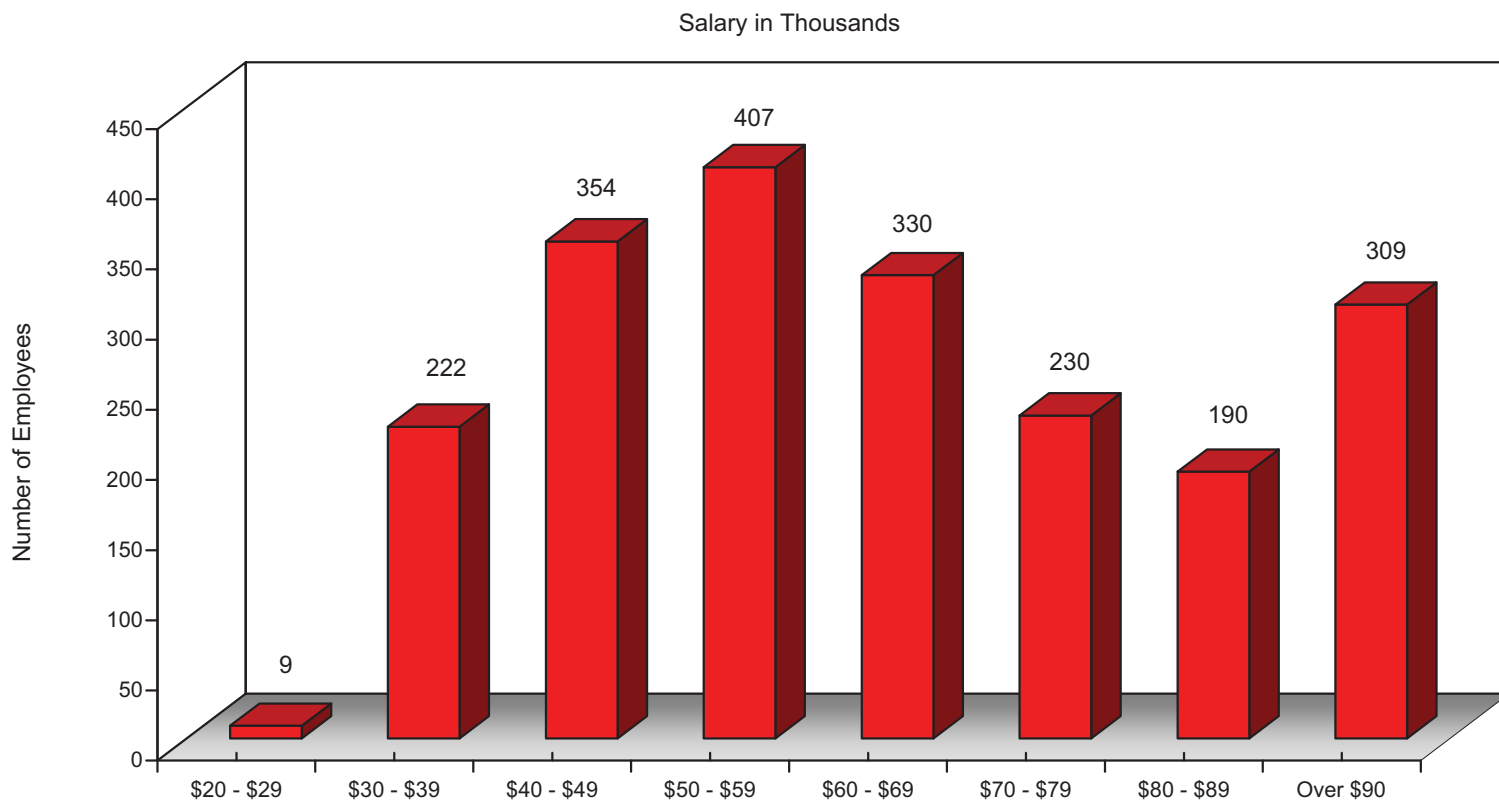
Note: Total Employees = 2,107

Employee Distribution by Department - FY 2010

Central Administrative Services	121	5.7%
Montgomery County Commissioners' Office	6	0.3%
Montgomery County Department of Planning	134	6.4%
Montgomery County Department of Parks	627	29.8%
Prince George's County Commissioners' Office	9	0.4%
Prince George's County Planning Department	189	9.0%
Prince George's County Parks and Recreation Department	1,021	48.5%
M-NCPPC Career Employees - Total	2,107	100.0%

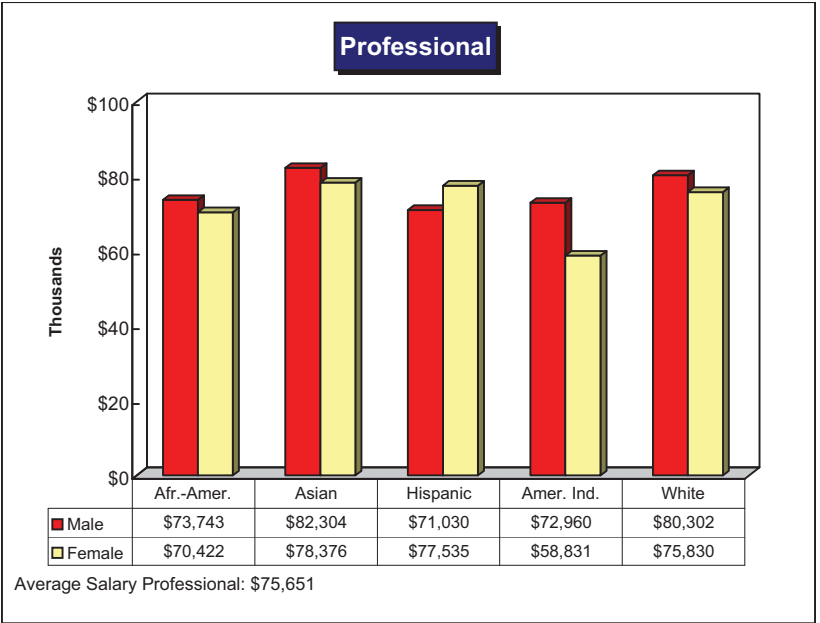
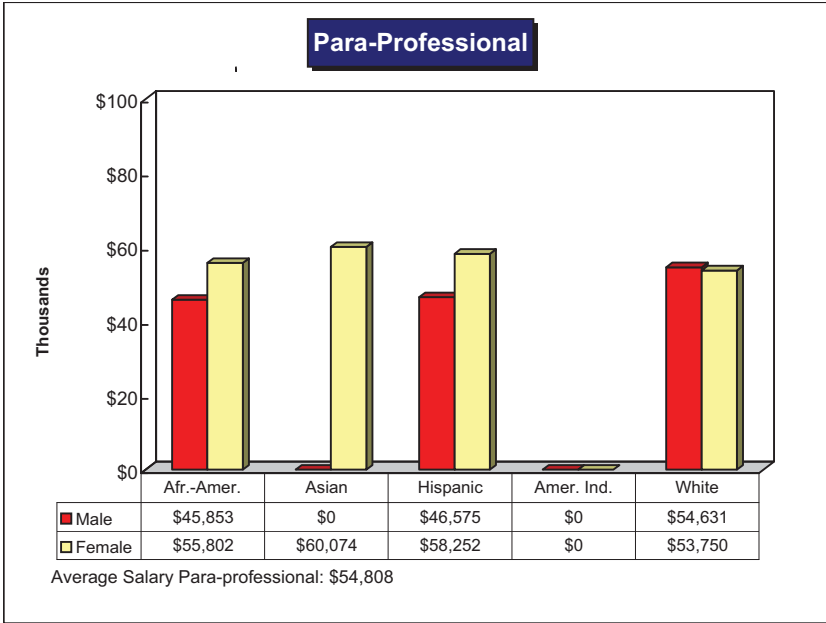
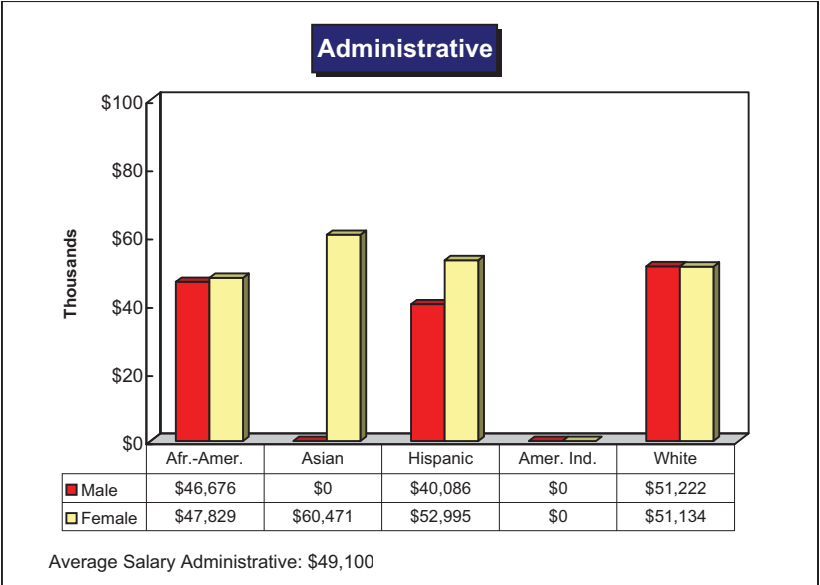
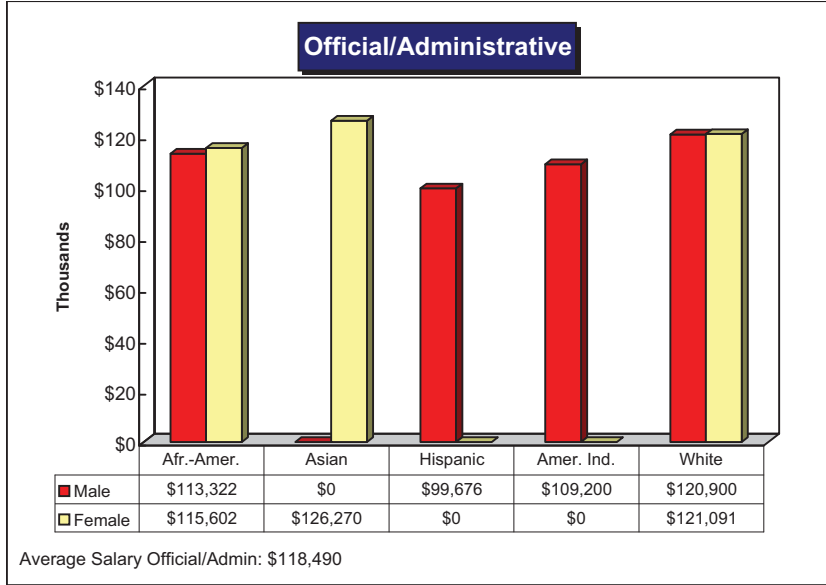
Note: Excludes 10 Commissioners (5 in Montgomery County and 5 in Prince George's County).
Appointed Officers and Appointed Department Directors.

Salary Range Career Full-Time Employees



Note: Total Full-Time Employees = 2,051
Average Salary: \$64,766
Excludes Part-Time Career Employees

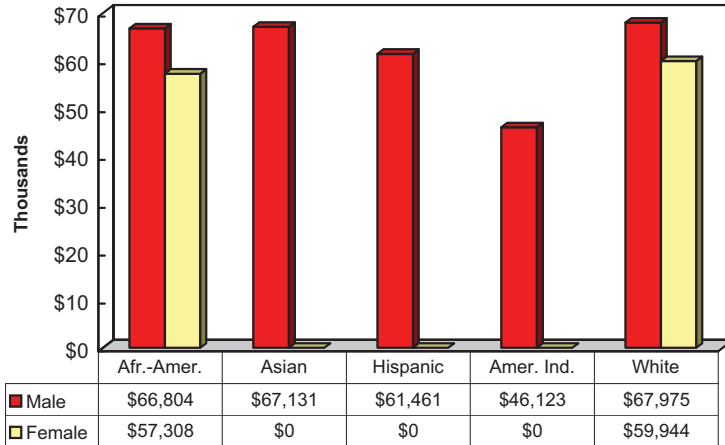
Average Salaries by Employment Category, Gender, and Race/Ethnicity



Note: Average Commission Salary: \$64,766

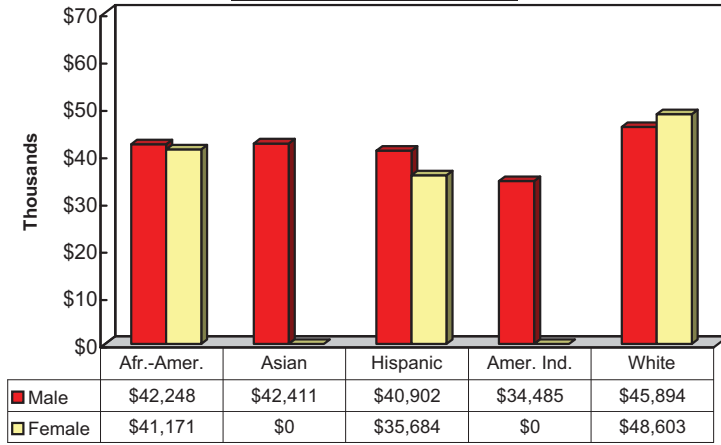
Average Salaries by Employment Category, Gender, and Race/Ethnicity

Protective Service



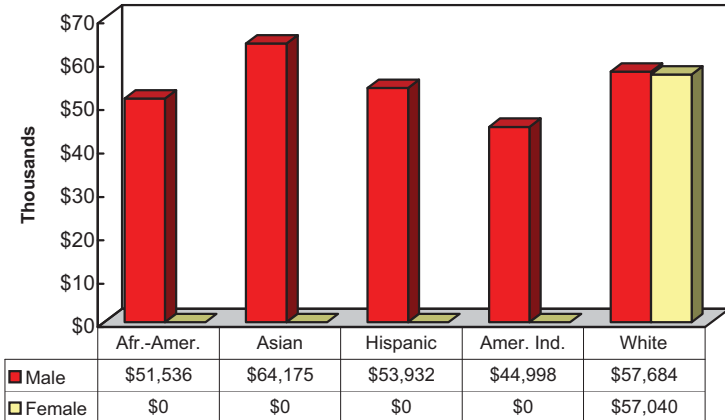
Average Salary Protective Service: \$64,701

Service/Maintenance



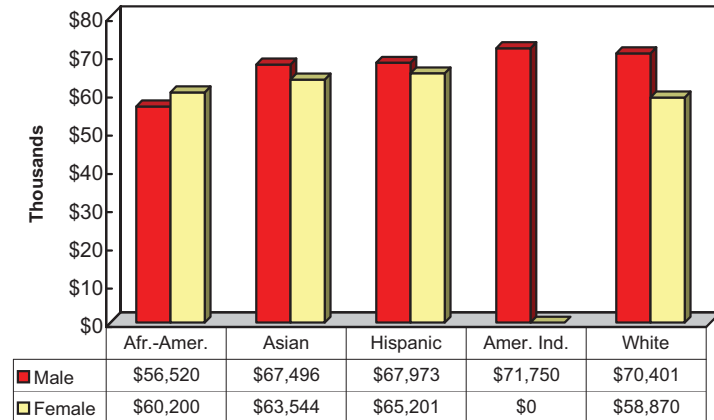
Average Salary Service Maintenance: \$43,620

Skilled Craft



Average Salary Skill Craft : \$56,076

Technical



Average Salary Technical: \$63,884

Note: Average Commission Salary: \$64,766

Average Annual Salaries for Career Employees By Grade

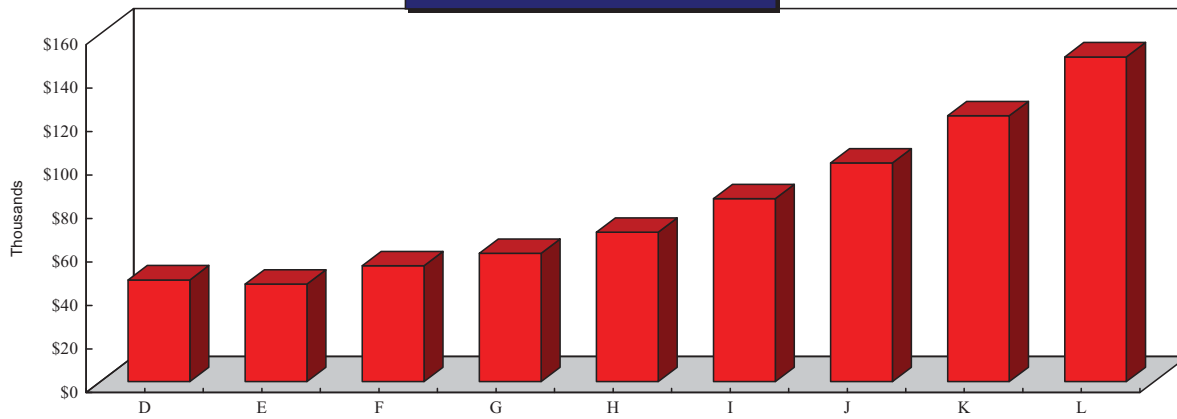
<u>Grade</u>	<u>Salary</u>
Park Police	
PC1	\$46,593
P02	\$53,628
P03	\$58,984
P04	\$74,163
P05	\$91,974
P06	\$104,131
P07	\$118,190
P09	\$142,281

<u>Grade</u>	<u>Salary</u>
General Service	
D	\$46,769
E	\$44,897
F	\$53,330
G	\$58,988
H	\$68,689
I	\$84,133
J	\$100,583
K	\$122,296
L	\$149,391

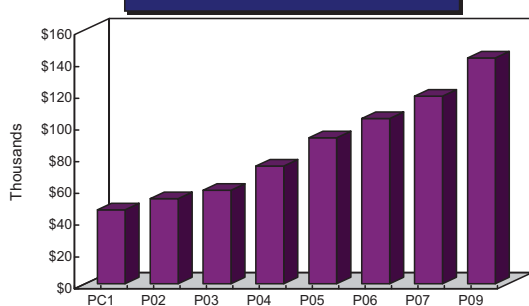
<u>Grade</u>	<u>Salary</u>
Information Tech	
GIT	\$63,996
HIT	\$73,300
IIT	\$86,339
JIT	\$108,904

Average Salary \$64,766

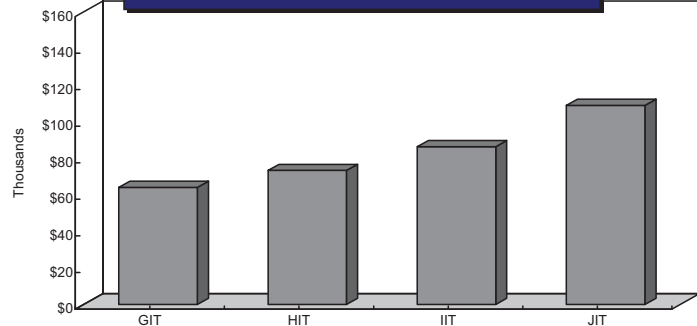
**Average Salary by Grade
General Service Employees**



**Average Salary by Grade
Park Police**



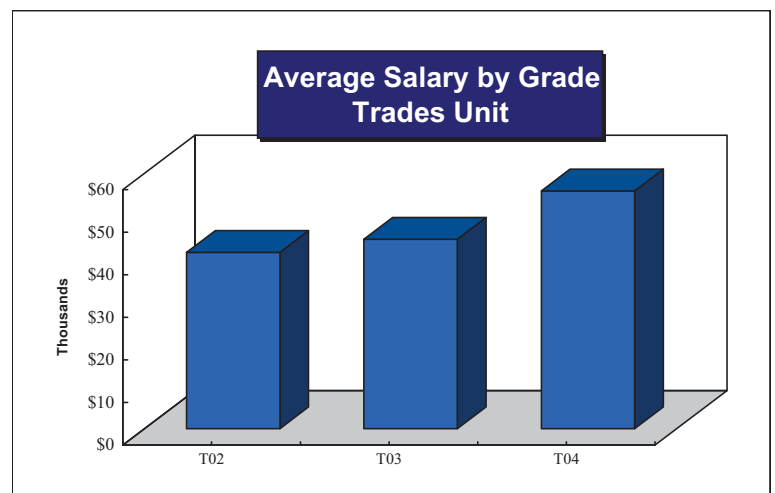
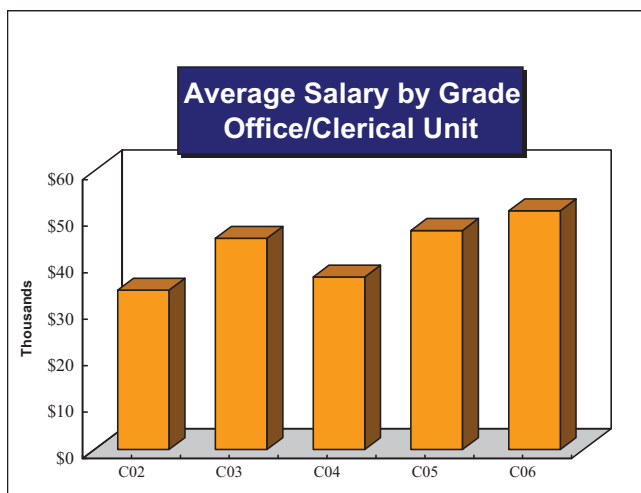
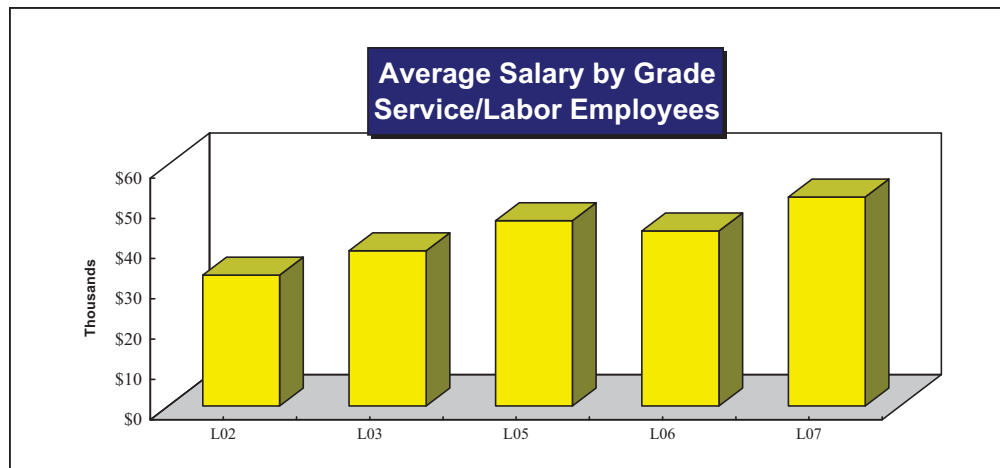
**Average Salary by Grade
Information Technology Employees**



Average Annual Salaries for Career Employees By Grade

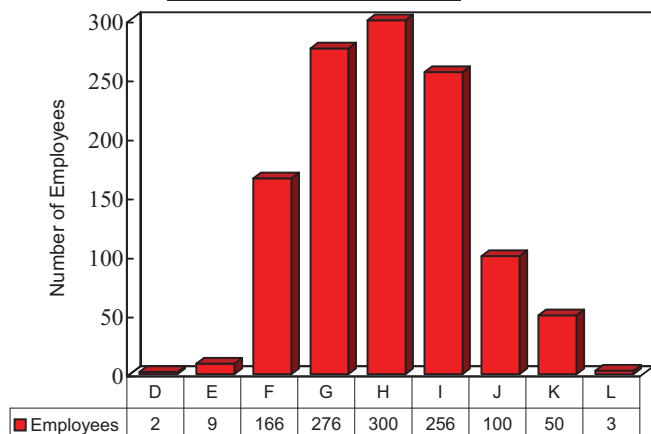
<u>Grade</u>	<u>Salary</u>	<u>Grade</u>	<u>Salary</u>	<u>Grade</u>	<u>Salary</u>
Office/Clerical		Service/Labor		Trades	
C02	\$34,290	L02	\$32,513	T02	\$41,404
C03	\$45,462	L03	\$38,555	T03	\$44,480
C04	\$37,121	L05	\$46,053	T04	\$55,859
C05	\$47,135	L06	\$43,479		
C06	\$51,399	L07	\$51,914		

Average Salary \$64,766

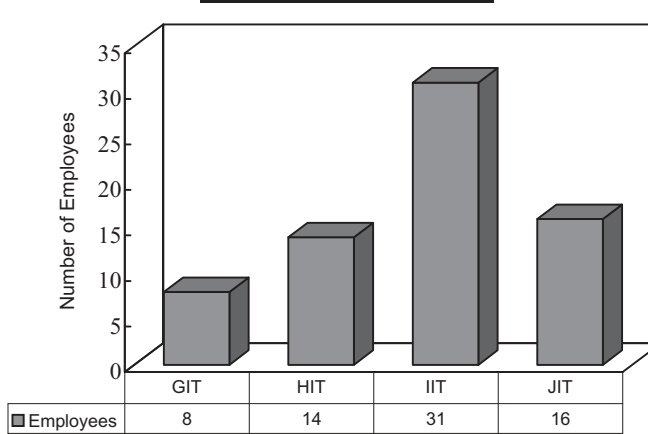


Employee Distribution by Grade Within Pay Schedule

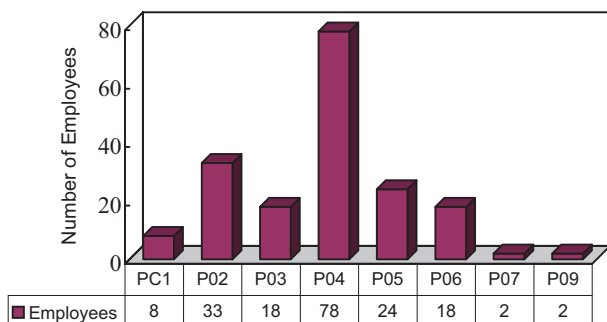
Distribution by Grade General Service



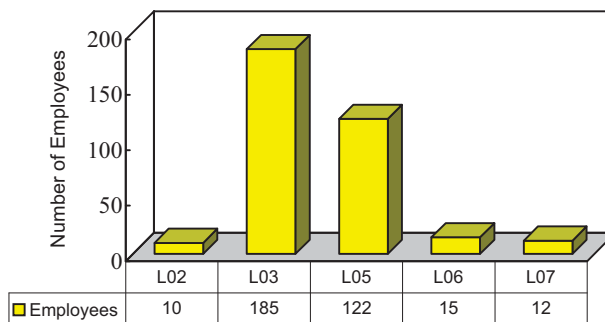
Distribution by Grade IT



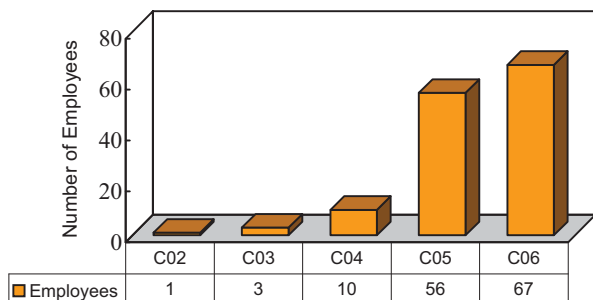
Distribution by Grade Park Police



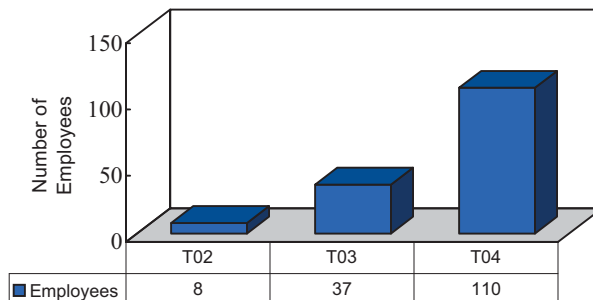
Distribution by Grade Service/Labor



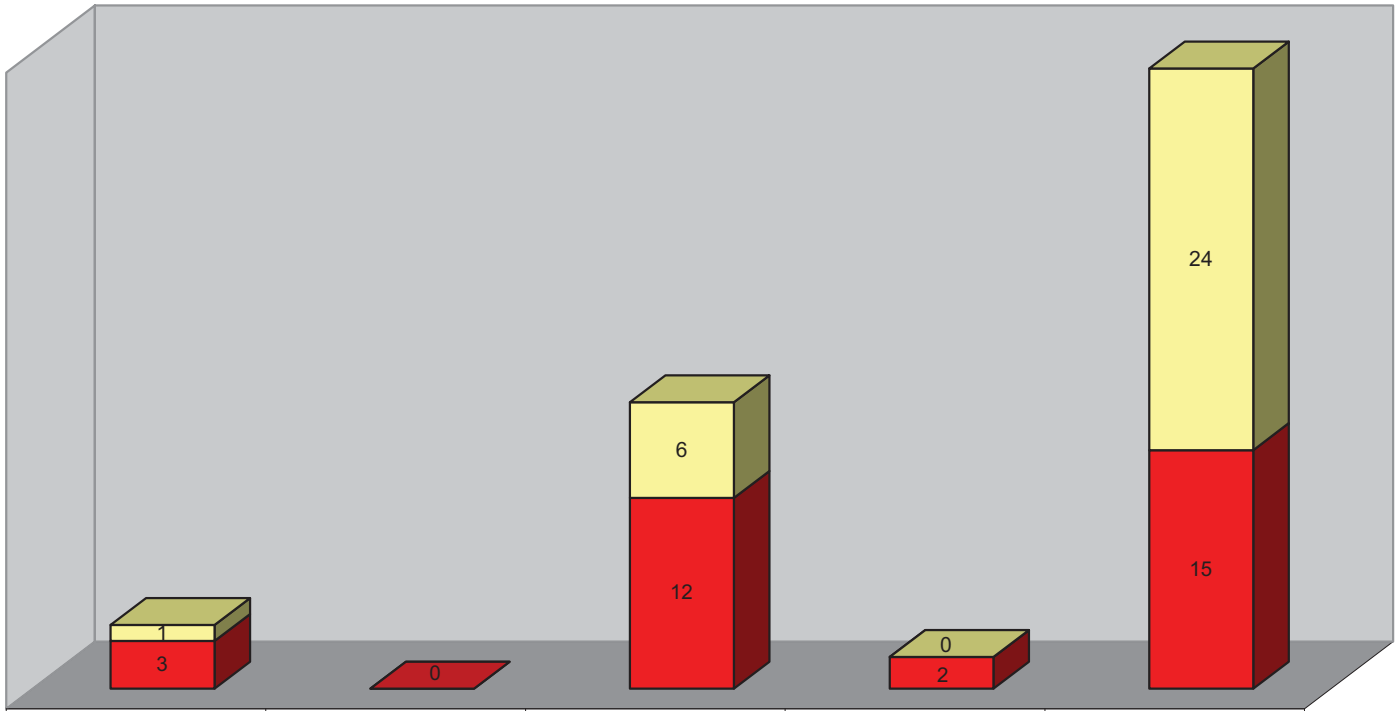
Distribution by Grade Office/Clerical



Distribution by Grade Trades

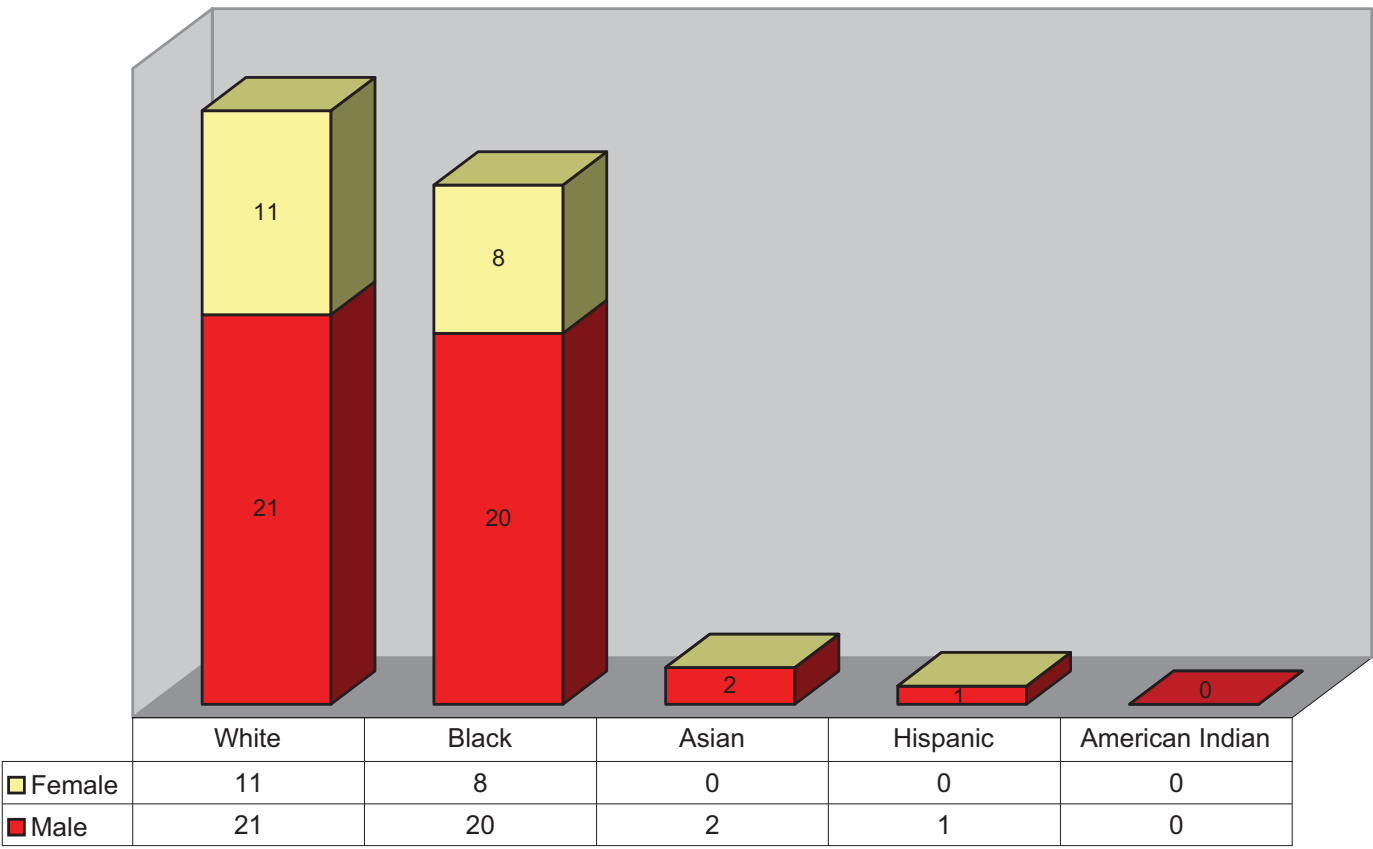


Career Employee Promotions By Department



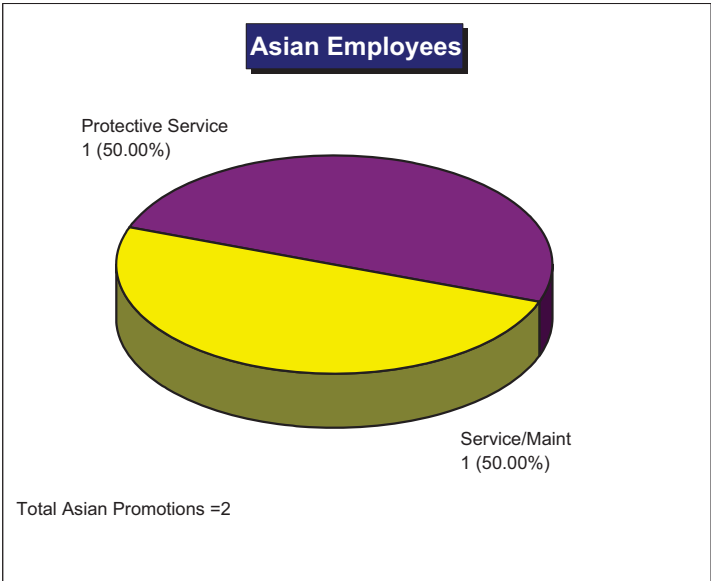
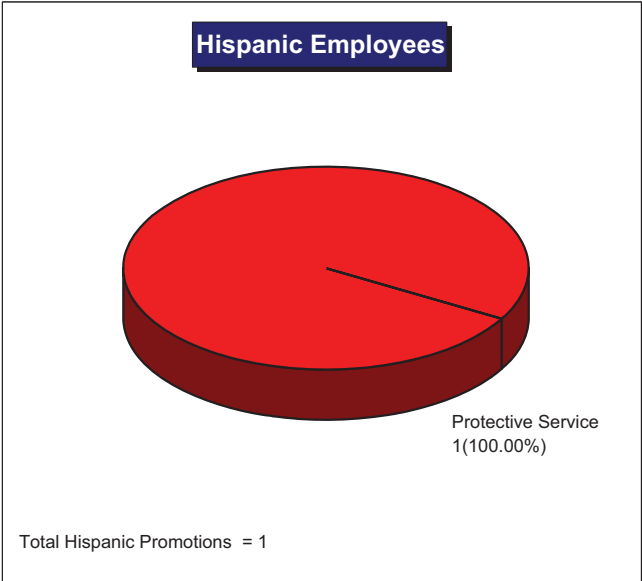
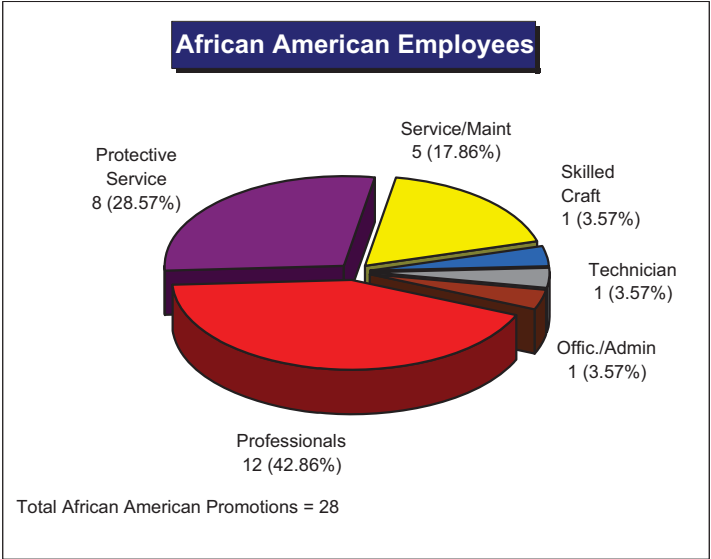
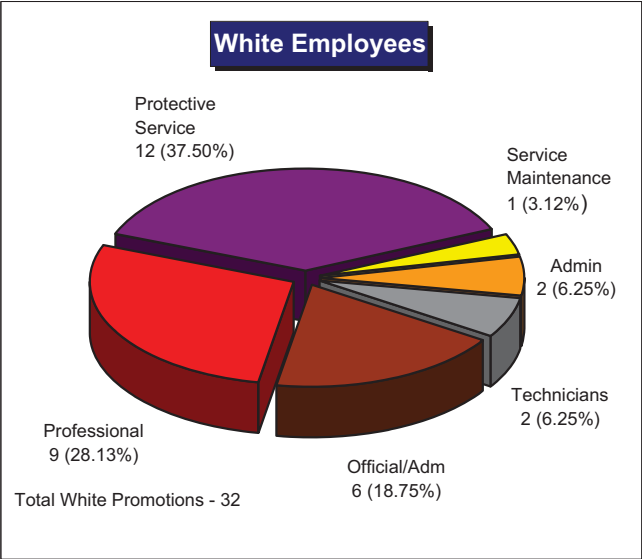
	CAS	MC Planning	MC Parks	PGC Planning	Parks & Recreation
Minority	1	0	6	0	24
White	3	0	12	2	15

Career Employee Promotions By Gender and Race/Ethnicity

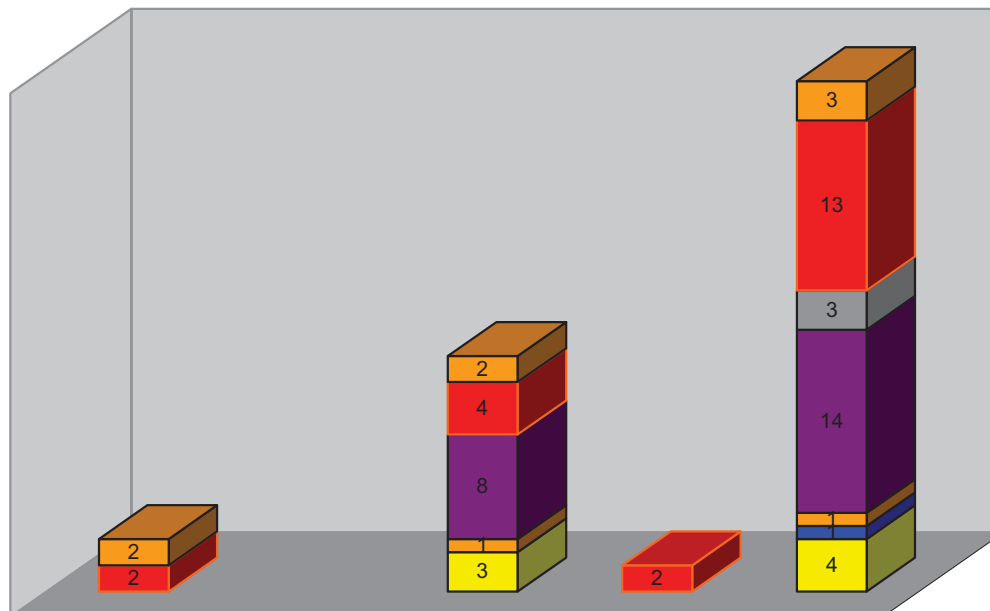


63 Promotions Commission-wide

Career Employee Promotions
By Race/Ethnicity and Employment Category

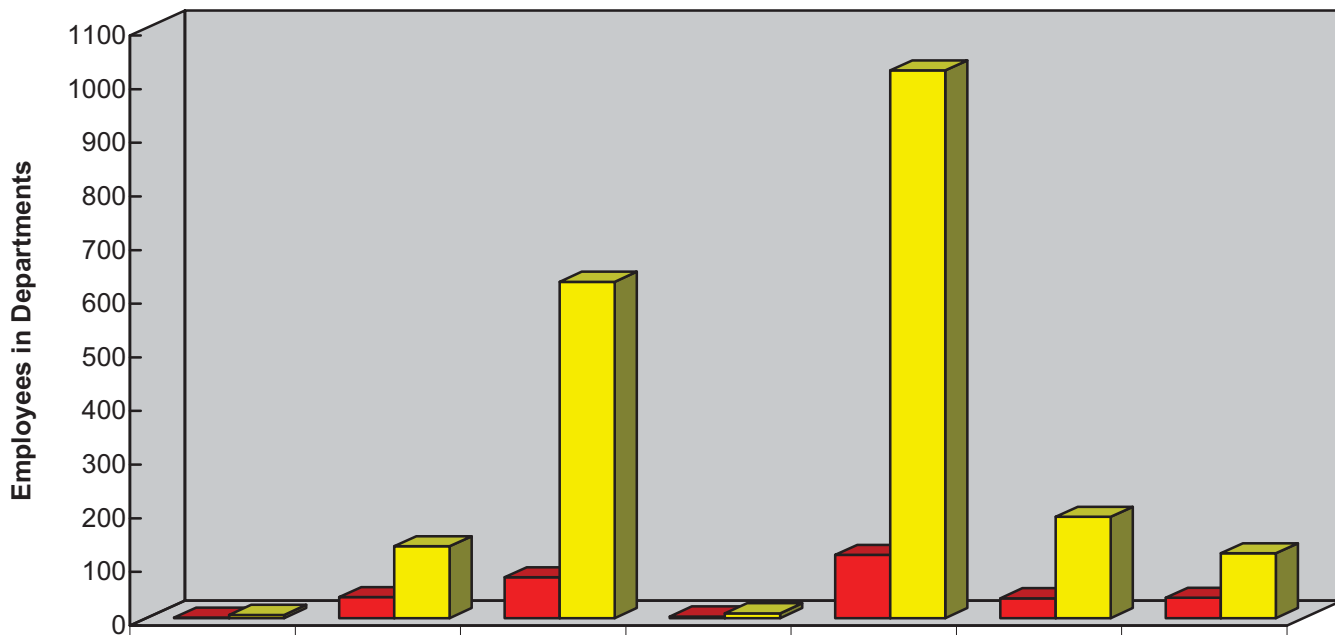


Career Employee Promotions By Employment Category Per Department



	CAS	MC Planning	MC Parks	PGC Planning	Parks & Recreation
Officials/Administrators	2		2		3
Professionals	2		4	2	13
Technicians					3
Protective Services			8		14
Paraprofessionals					
Administrative			1		1
Skilled Crafts					1
Service Maintenance			3		4

Employees at Top of Grade (TOG) By Department



	MC Comm	MC Planning	MC Parks	PGC Comm	PGC Pks & Rec.	PGC Planning	Cent. Adm. Serv.
■ Employees at TOG	1	39	76	3	118	37	38
■ Employees in Dept	6	134	627	9	1,021	189	121

Total Employees at Top of Grade Commission-wide = 312

Comparison of Cost-of-Living Adjustments FY00 -- FY10

(Percent of Increase)

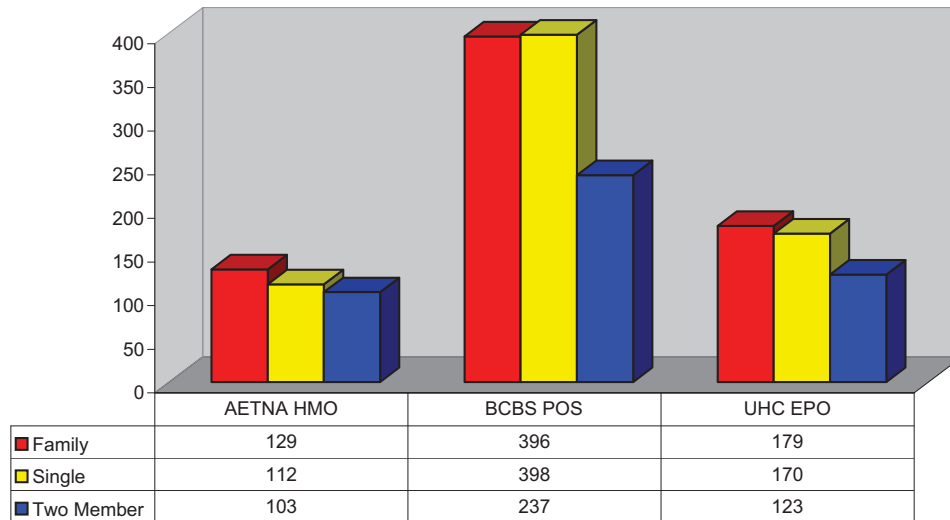
Fiscal Year	M-NCPPC			MONTGOMERY COUNTY			PRINCE GEORGE'S COUNTY		
	Park Police FOP	Ser/Labor Trades Office (Local 1994)	Non-Repre. Employees	Police (FOP)	OPT & SLT (1994)	Non-Repre. Employees	Police (FOP)	Ser/Labor Trades Office (AFSCME)++	Non-Repre. Employees
2000	2.000	3.000 (c) 2.500 (d)	2.500	2.500	2.600	2.600	2.000	2.500	2.500
2001	2.250	3.000 (e)	3.000 (e)	2.700	3.000 (f)	3.000 (f)	2.500 (g)	2.750	2.750
2002	3.000 (h)	3.000 (i)	3.100 (i)	See Note (j)	3.250	3.250	4.700	3.000	3.000
2003	2.500	3.250 (k)	3.250 (k)	4.000 (l)	3.500	3.500	3.500	3.000	3.000
2004	2.750	2.500	2.500 (m)	2.000	3.750 (m)	2.000	2.000	3.000	3.000
2005	2.500 (p)	2.700	2.700	2.000 (n)	2.000 (n)	2.000 (n)	2.000 (o)	3.000 (q)	1.500
2006	3.500 (s)	2.800 (t)	2.800 (r)	2.750	2.75	2.750	3.000	2.500	2.500
2007	3.500	3.000	3.250	4.000 (u)	4.00 (v)	4.000 (v)	3.000	2.500	2.500
2008	3.000	3.250	3.250	7.500 (w)	4.00	4.000	2.500	2.500	2.500
2009	3.250	3.250	3.250	4.250 (x)	4.50 (y)	4.500 (y)	0.000	0.000	0.000
						2.000 (z)			
2010	3.750	See Note (aa)	0.000	0.000	0.000	0.000	0.000 (bb)	0.000 (bb)	0.000
Cumulative	32.000	32.250	29.600	31.700	33.350	33.600	25.200	24.750	23.250

++Closely matches classes represented by MCGEO Local 1994 at M-NCPPC

- (c) Service/Labor Bargaining Unit FY00 COLA of 2% effective 7/99 and 1% effective 1/00
- (d) FY00 COLA for Trades and Office Units was 2.5%
- (e) FY01 COLA was 2.5% on July, 2000 and .5% in January, 2001
- (f) FY01 COLA was 2% in July, 2000 and 1% in January, 2001
- (g) FY01 COLA was 1.5% in July, 2000 and 1% in January, 2001
- (h) FY02 COLA 3% on 2/02
- (i) FY02 COLA 2.5% on 7/01 and .5% on 1/02
- (j) FY02 COLA \$2800 on 7/01 plus \$600 on 1/02 added to base
- (k) FY03 COLA 2.6% effective 7/02; 0.75% effective 10/02
- (l) FY03 COLA 3.0% effective 7/02; 1.0% effective 1/03
- (m) FY04 delayed implementation dates
- (n) COLAs effective 9/5/04
- (o) FY05 COLA, 1.0% in 7/04 and 1.0% in 1/05
- (p) FY05 COLA effective 5/05; graded officers received 2.5%; Sergeants received 5.0%

- (q) FY05 COLA, 1.0% in 7/04, 1.0% in 1/05, and 1.0% in 4/05
- (r) Non-represented employees received a 2.8% COLA effective 7/05
- (s) Officers received 2.5% effective 7/05 and a 1% COLA effective 4/06
- (t) FY06 COLA for Service, Labor, Trades, Office was 2.8% effective 7/05
- (u) FY07 COLA, 3.0% effective 1/9/06 and 1.0% effective 1/7/07
- (v) FY07 COLA, 3.0% effective 7/1/06 and 1.0% effective 1/1/07
- (w) Salary schedule adjusted by \$3,151 - equivalent to 7.5%, effective 7/1/07
- (x) FY09 COLA, 4.25% for officers
- (y) FY09 COLA of 4.5% for Service/Labor, Trades and Office Units, and Non-represented
- (z) FY09 one-time 2% longevity for employees with performance ratings of exceptional or highly successful for 2 most consecutive years and are at top of grade, and have 20 years completed service
- (aa) \$1,420 lump sum wage adjustment
- (bb) Still in negotiations for FY10

Medical Health Plan Participation by Coverage

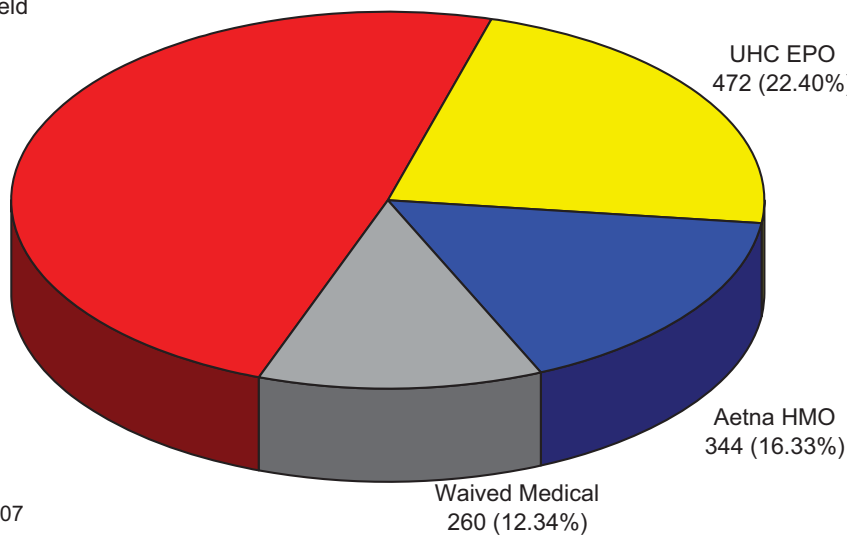


Career Employees not participating in a M-NCPPC Health Program = 260

Medical Health Plan Participation by Provider

Blue Cross/Blue Shield
POS
1,031 (48.93%)

UHC EPO
472 (22.40%)



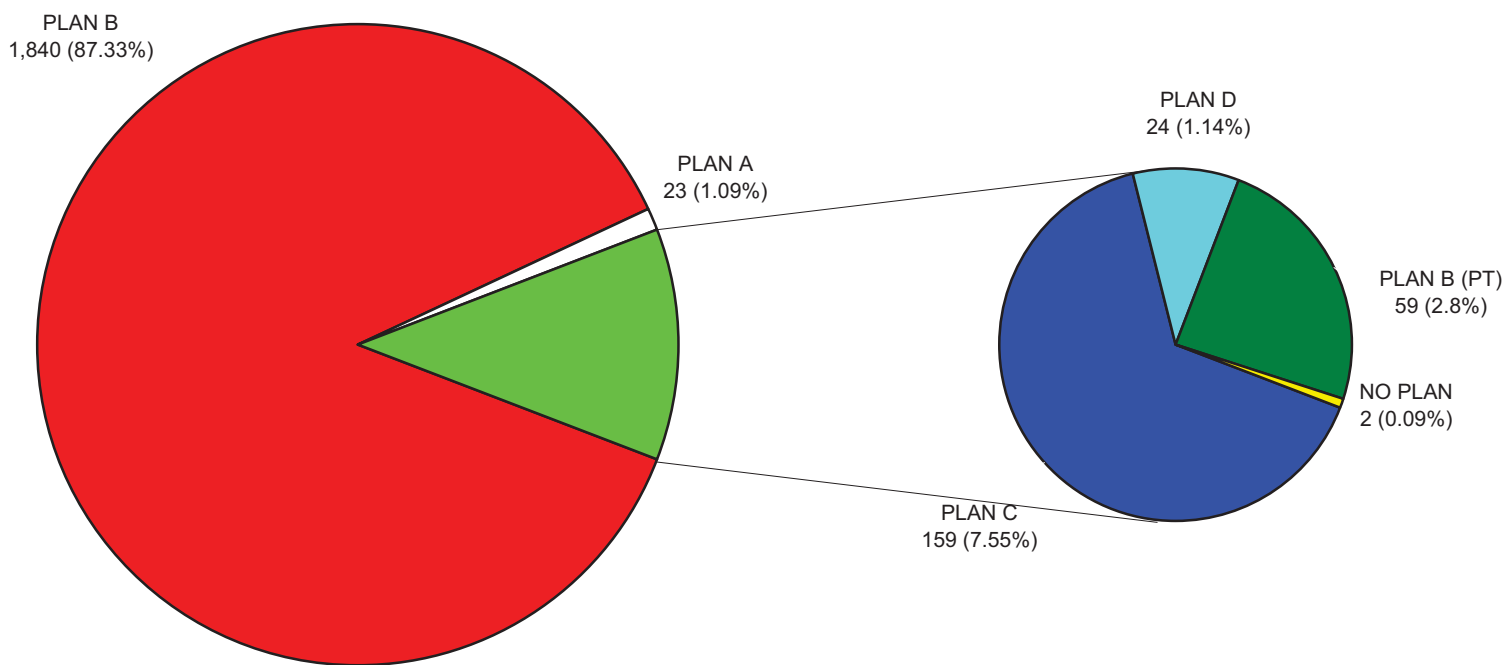
These graphs do not include participation in prescription drug, dental or vision coverage.
Participation is based on calendar year. Distribution changes each calendar year at time of Open Enrollment.

Active Career Health Plan Participation

Health Plan	Coverage	Enrolled	Percentage
IPA Models			
UHC EPO	Family	179	8.50%
UHC EPO	Single	170	8.07%
UHC EPO	Two-Member	123	5.84%
Aetna HMO	Family	129	6.12%
Aetna HMO	Single	112	5.31%
Aetna HMO	Two-Member	103	4.88%
		816	38.72%
POS			
Blue Cross/Blue Shield POS	Family	396	18.80%
Blue Cross/Blue Shield POS	Single	398	18.89%
Blue Cross/Blue Shield POS	Two Member	237	11.25%
		1031	48.94%
No Health Plan		260	12.34%
Total		2107	100%

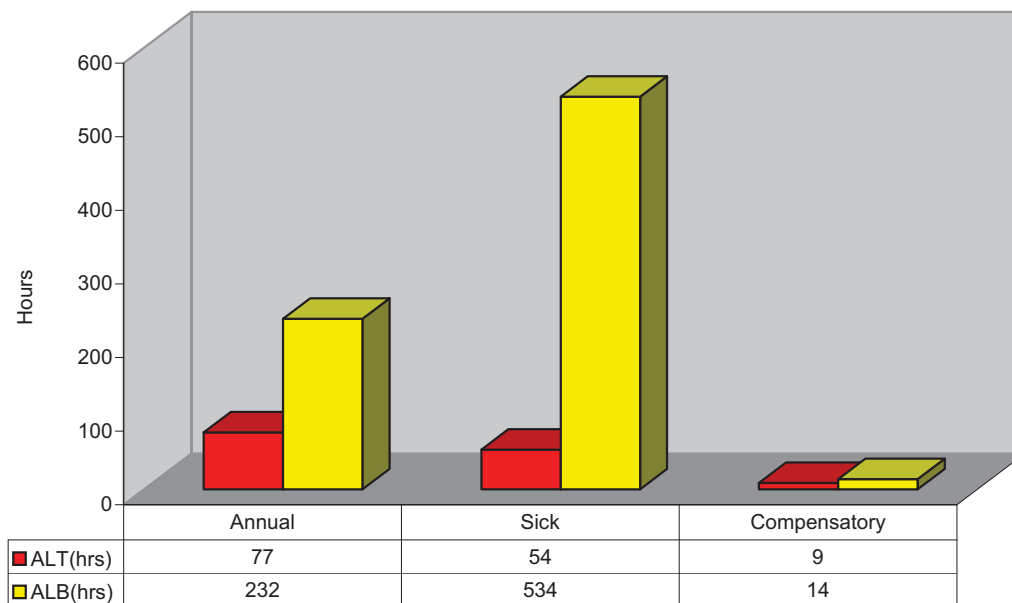
NOTE: Does not include participation in prescription drug, supplemental dental, or vision coverage. Participation is based on calendar year. Distribution changes each calendar year through Open Enrollment transfers.

Participation in Employee Retirement Plans



Total employees = 2,107 Plans C & D are for Park Police.
Non Public-Safety employees are in Plans A or B.

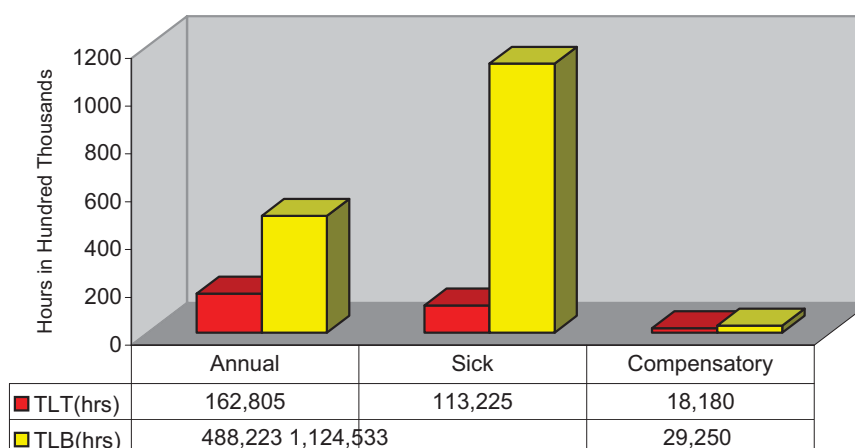
Per Employee Average Leave Taken/Average Leave Balance



ALT = Average Leave Taken

ALB - Average Leave Balance

Total Leave Taken/ Total Leave Balance

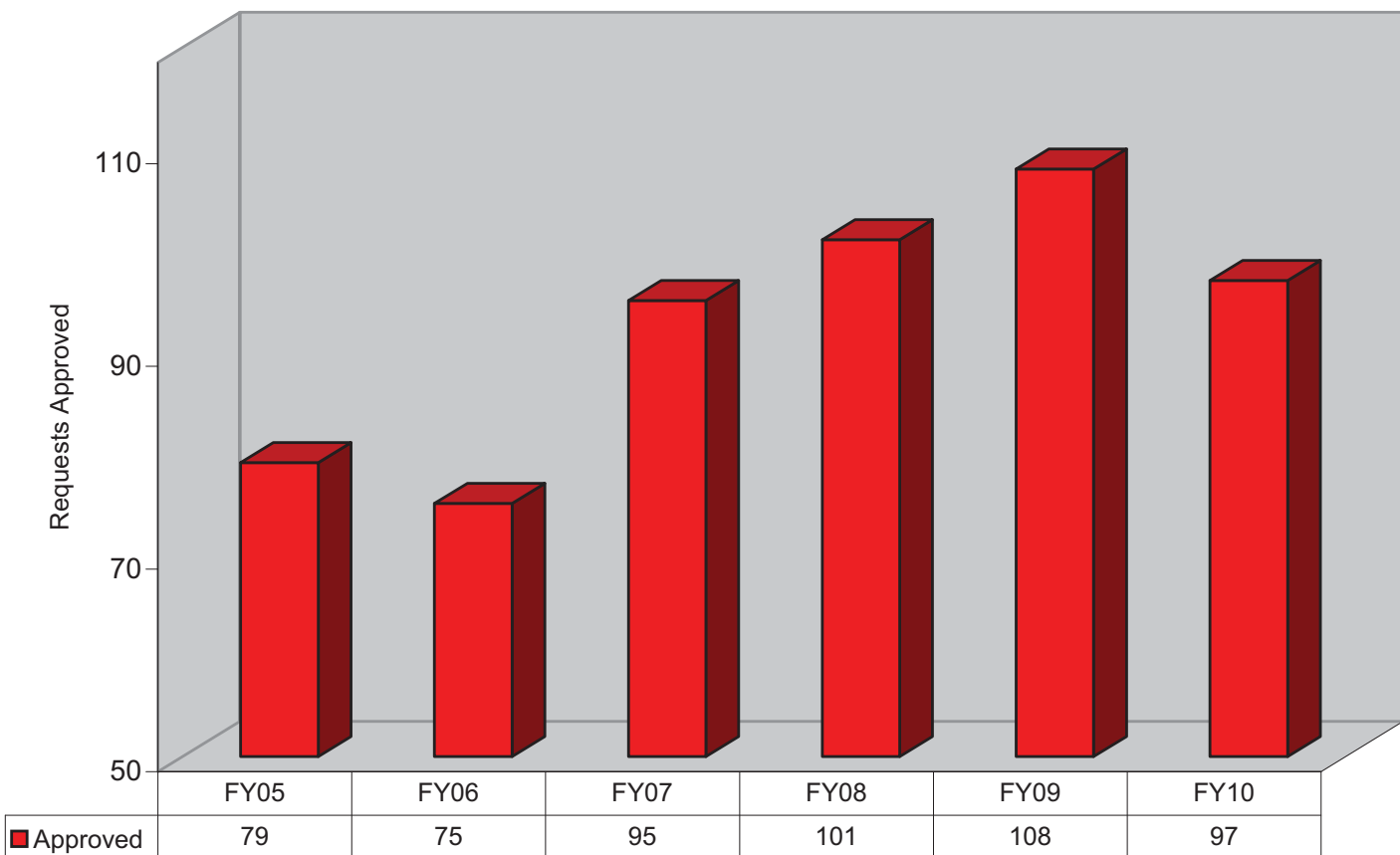


TLT = Total Leave Taken

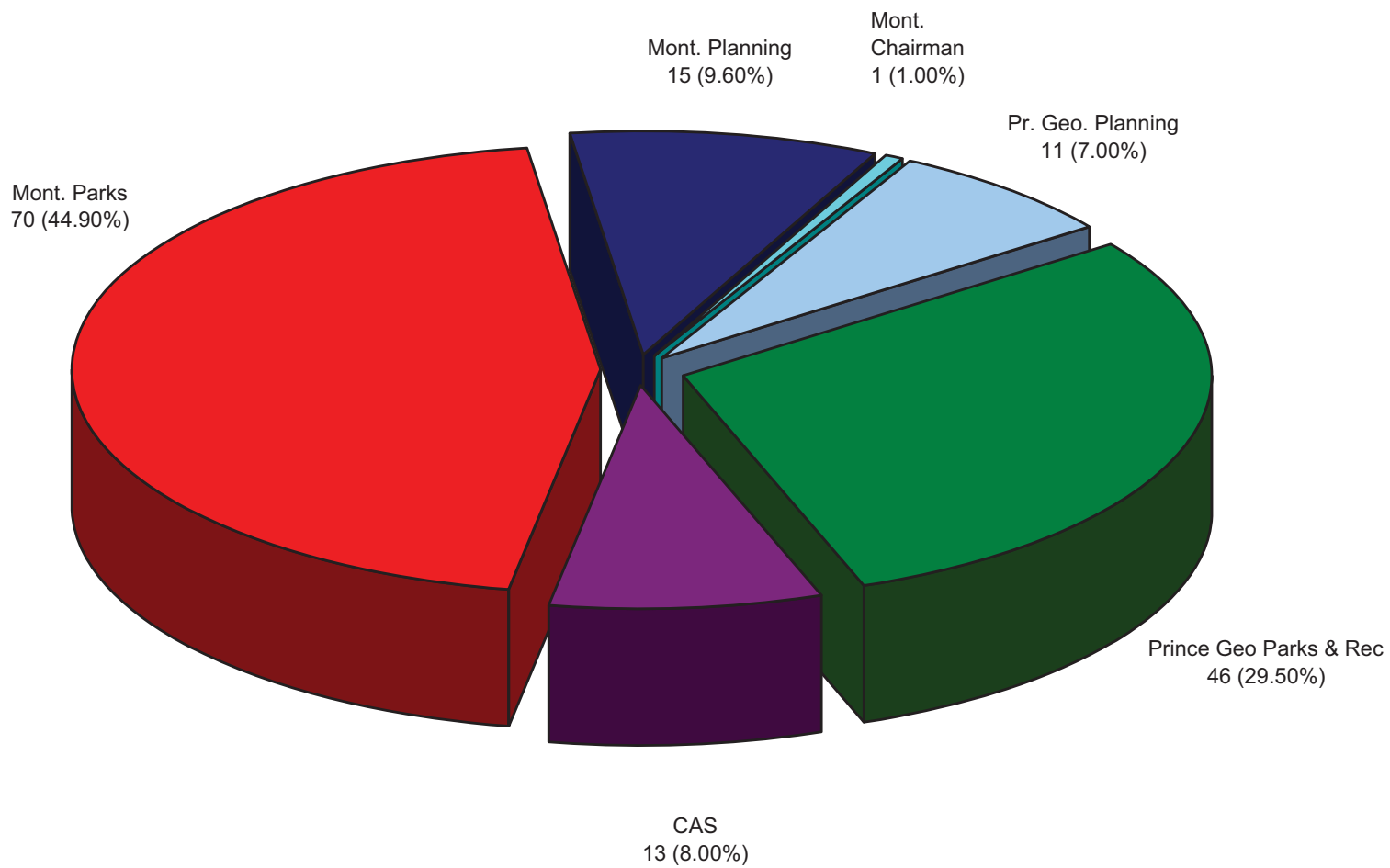
TLB - Total Leave Balance

Annual and Compensatory leave balances reflect a potential liability for payment to employee upon termination. Sick leave is lost upon termination, or if an employee is retiring, sick leave is converted to creditable service at retirement.

Tuition Assistance Program - Commission Wide Participation

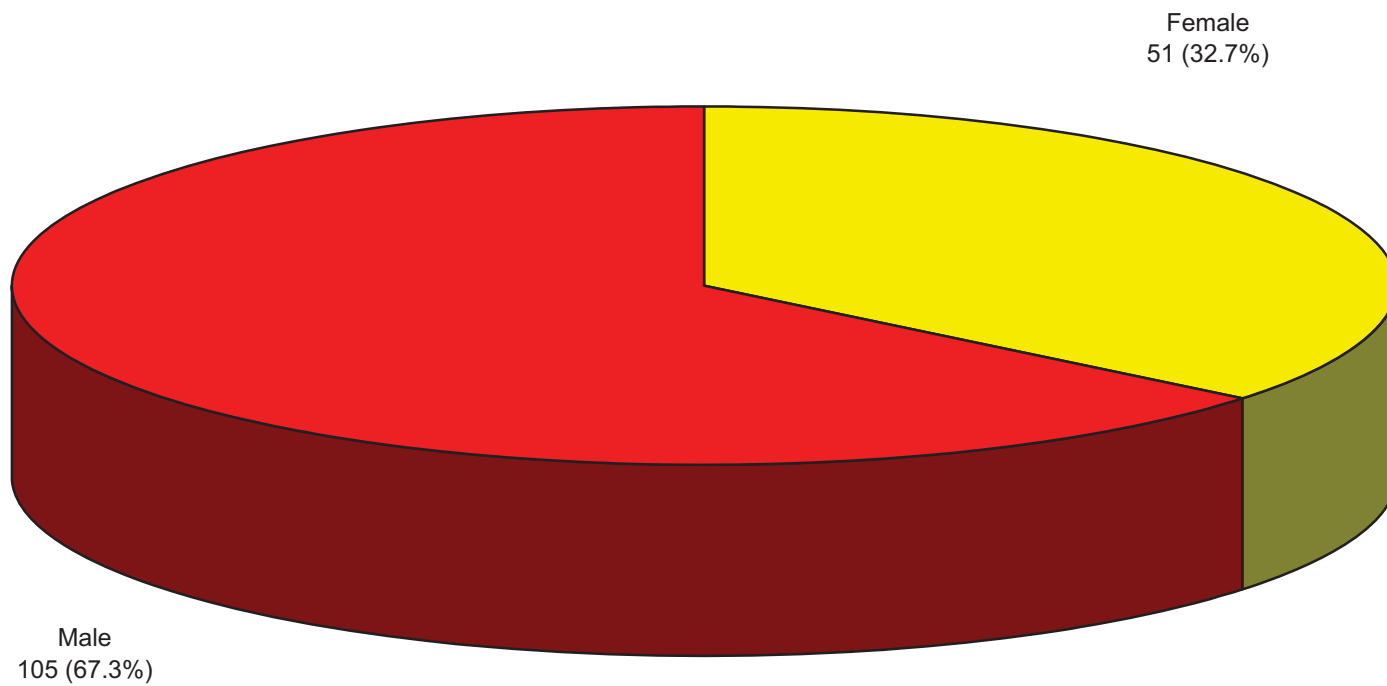


Employee Turnover by Department



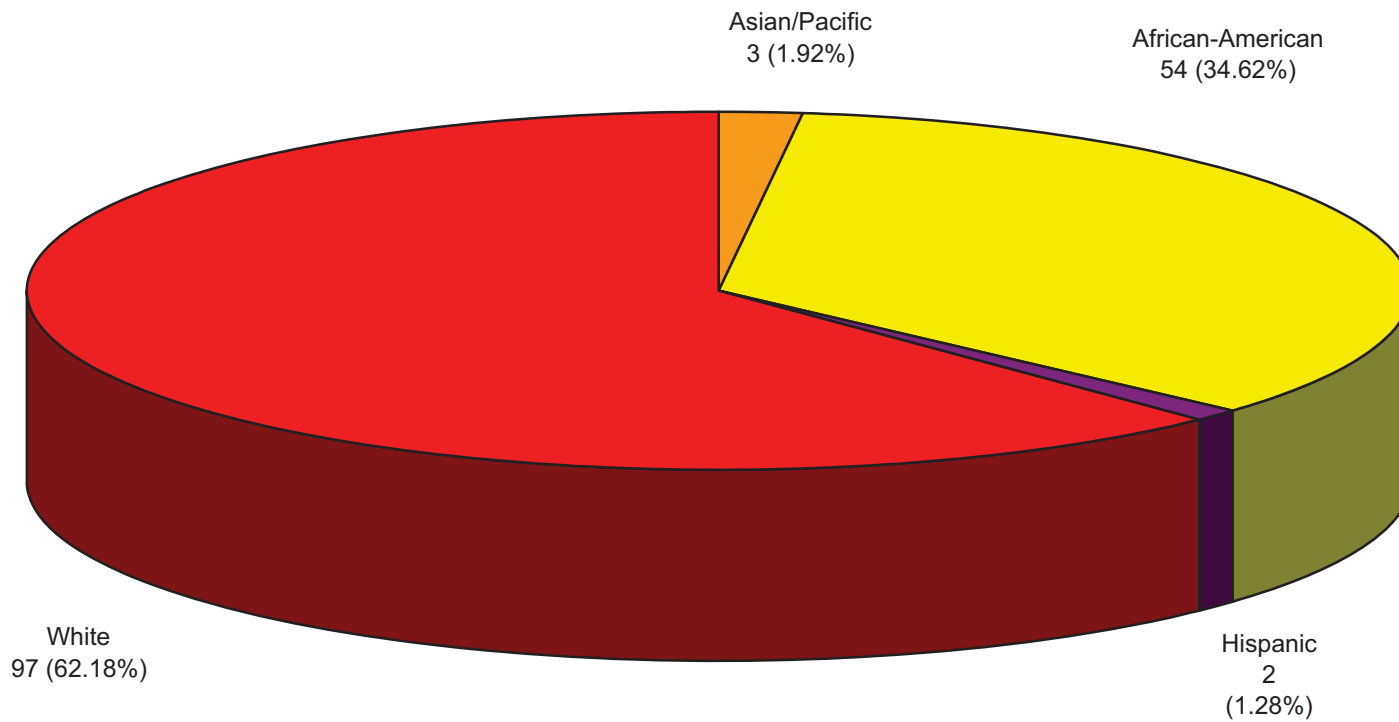
Commission-Wide Turnover = 156

Employee Turnover by Gender



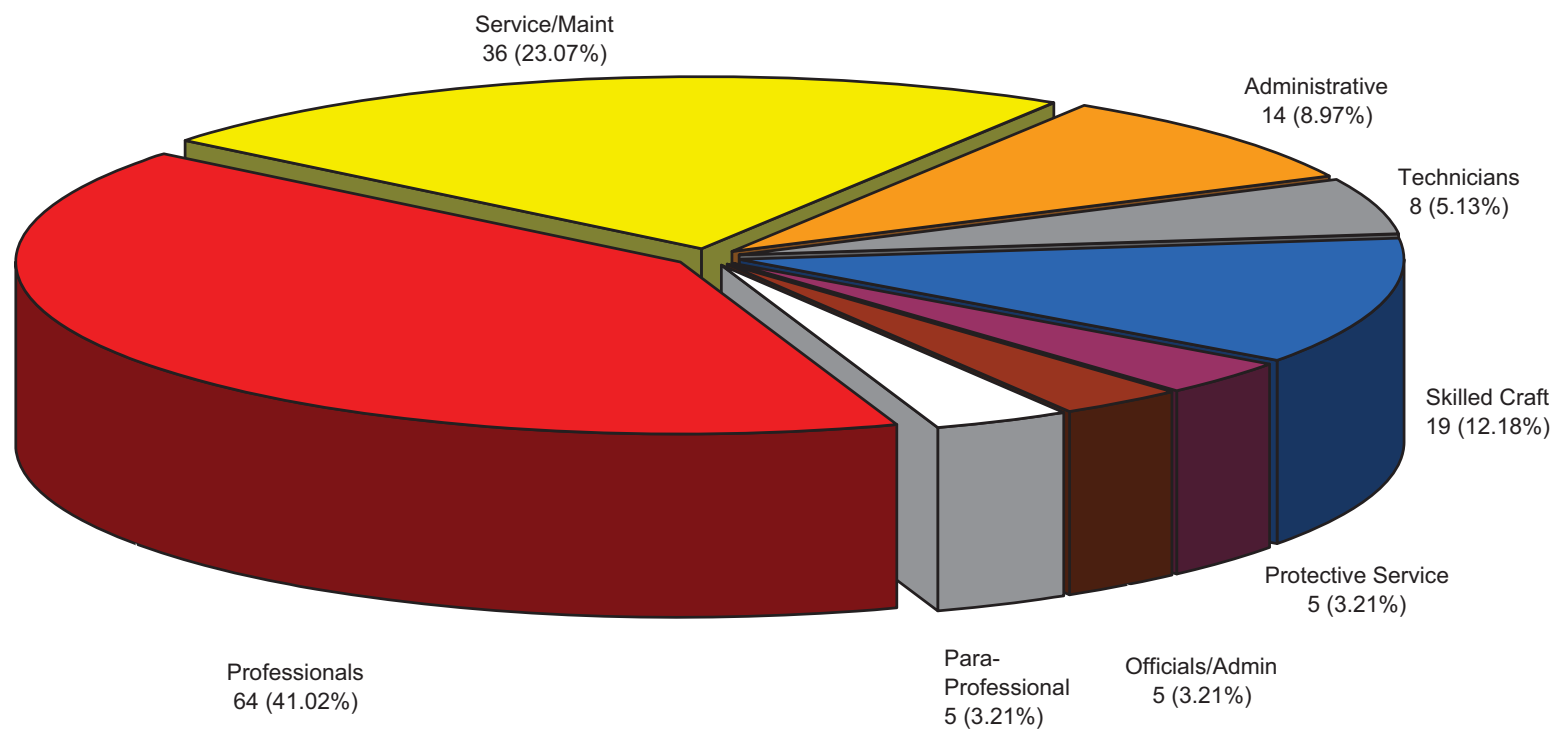
Turnover Commission-Wide = 156

Employee Turnover by Race/Ethnicity



Turnover Commission-Wide = 156

Employee Turnover by Employment Category

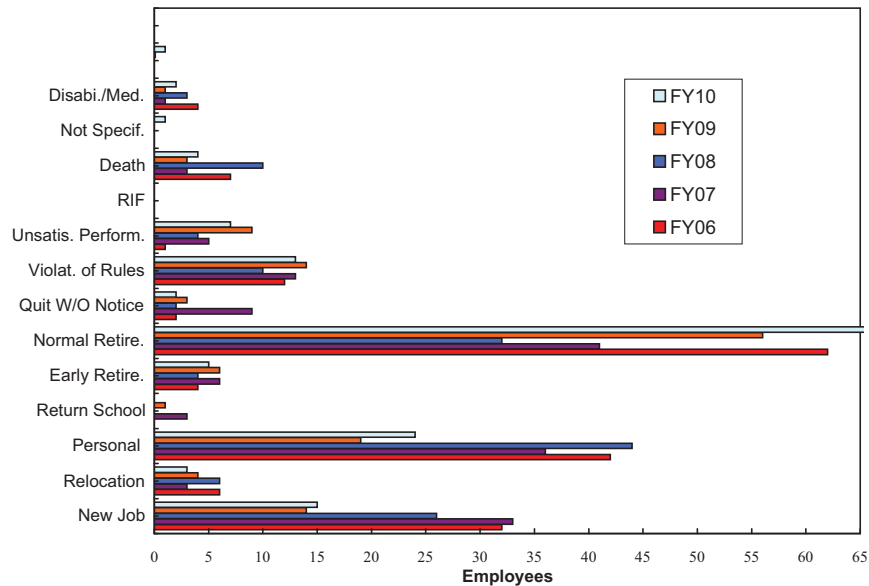


Commission-Wide Turnover = 156

Number of Separations by Reason and Fiscal Year

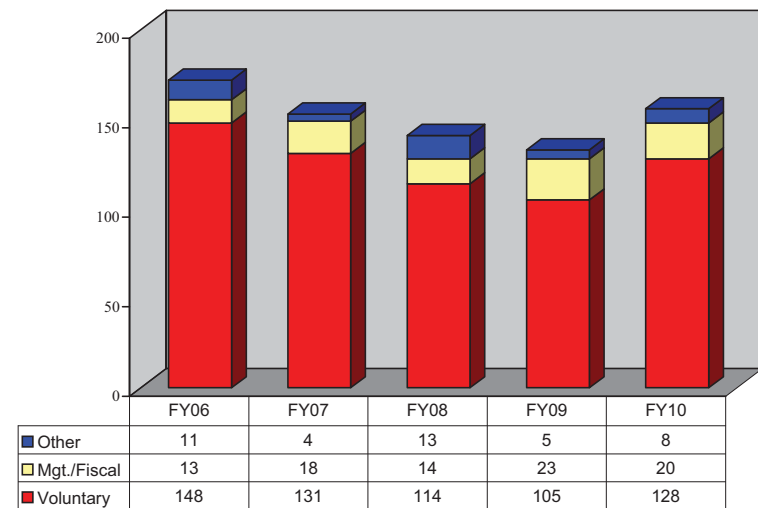
		2006	2007	2008	2009	2010
Voluntary	New Job	32	33	26	14	15
	Relocation	6	3	6	4	3
	Personal Reasons	42	36	43	19	24
	Return to School	0	3	0	1	0
	Early Retirement	4	6	4	6	5
	Normal Retirement	62	41	32	56	79
	Quit Without Notice	2	9	2	3	2
	Other	0	0	1	2	0
Management/Fiscal	Violation of Rules	12	13	10	14	13
	Unsatisfactory Performance	1	5	4	9	7
	Reduction in Force (RIF)	0	0	0	0	0
Other	Death	7	3	10	3	4
	Not Specified	0	0	0	0	1
	Disability/Medical	4	1	3	1	2
	Resign Medical	0	0	0	1	1
Total Separations		172	153	141	133	156
Turnover Rate		8.87%	7.73%	6.80%	6.20%	7.40%

Turnover - Separation Reasons

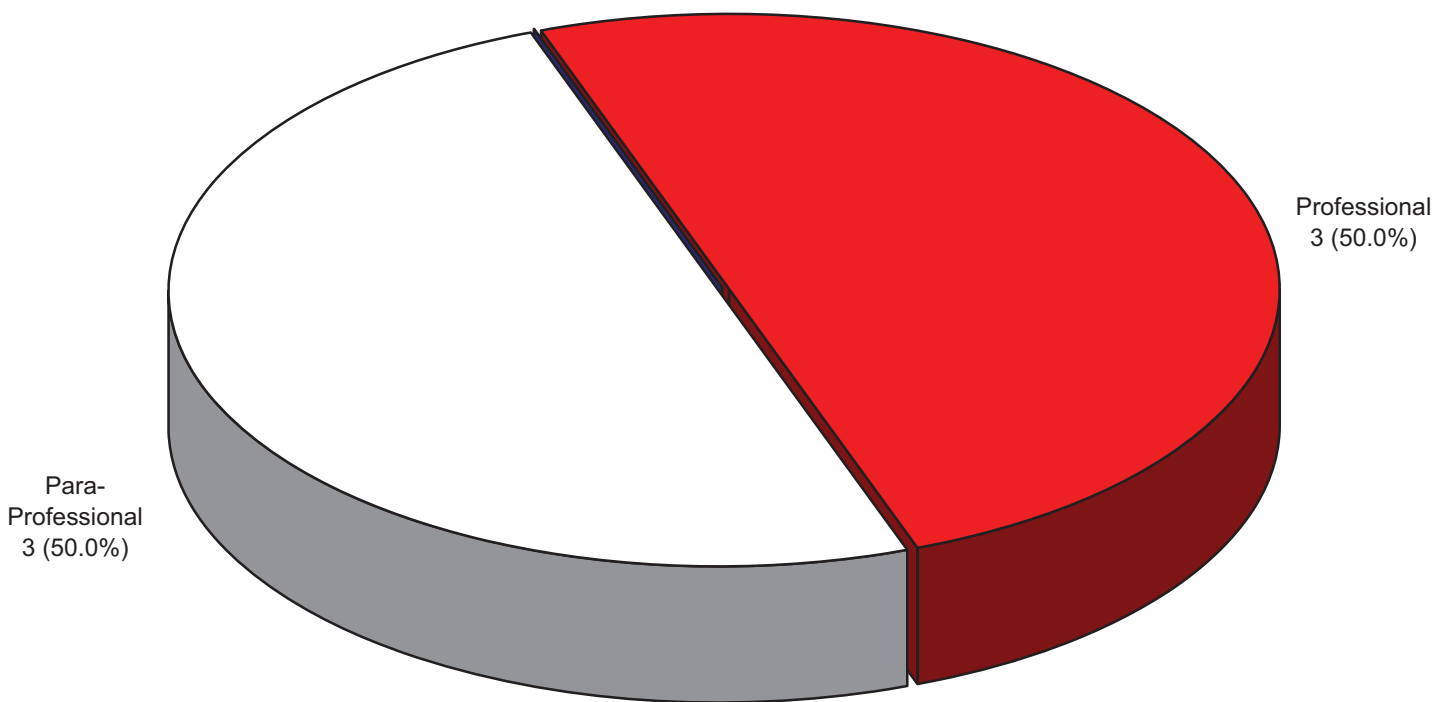


Category of Disability/Medical introduced in FY05

Turnover - Separation Reasons

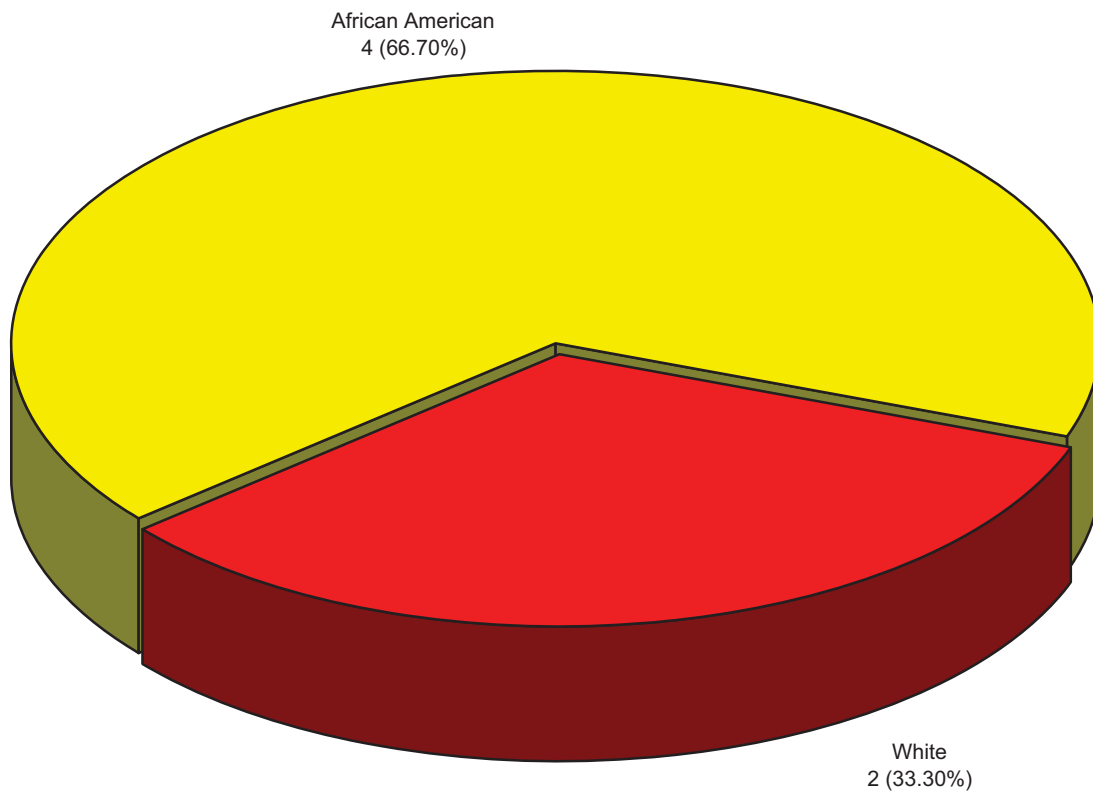


Employees by Employment Category Montgomery County Commissioners' Office



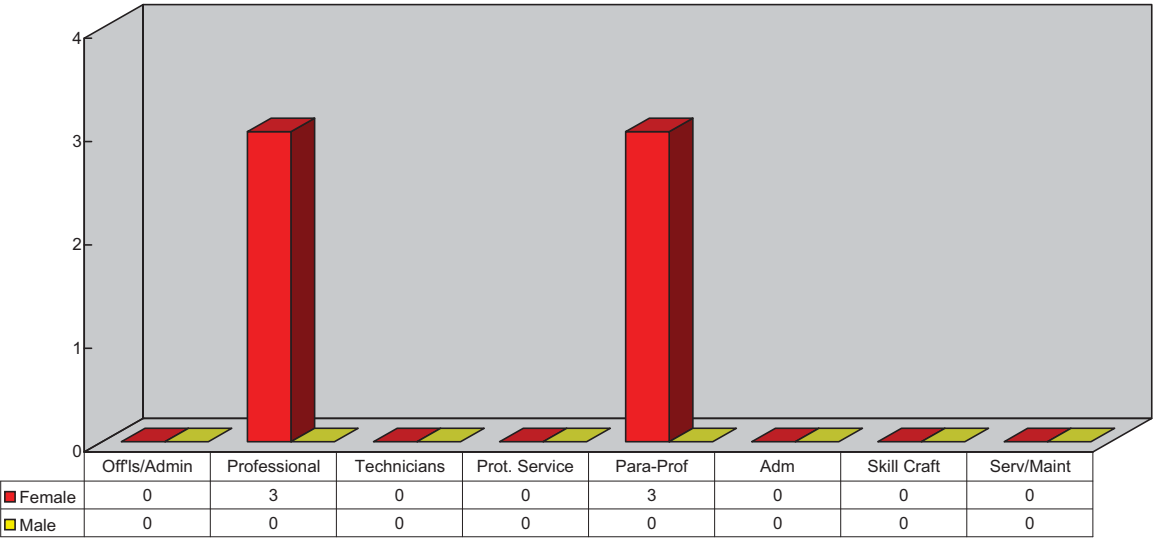
Total Montgomery County Commissioners' Office = 6

**Race/Ethnicity
Career Employees
Montgomery County Commissioners' Office**



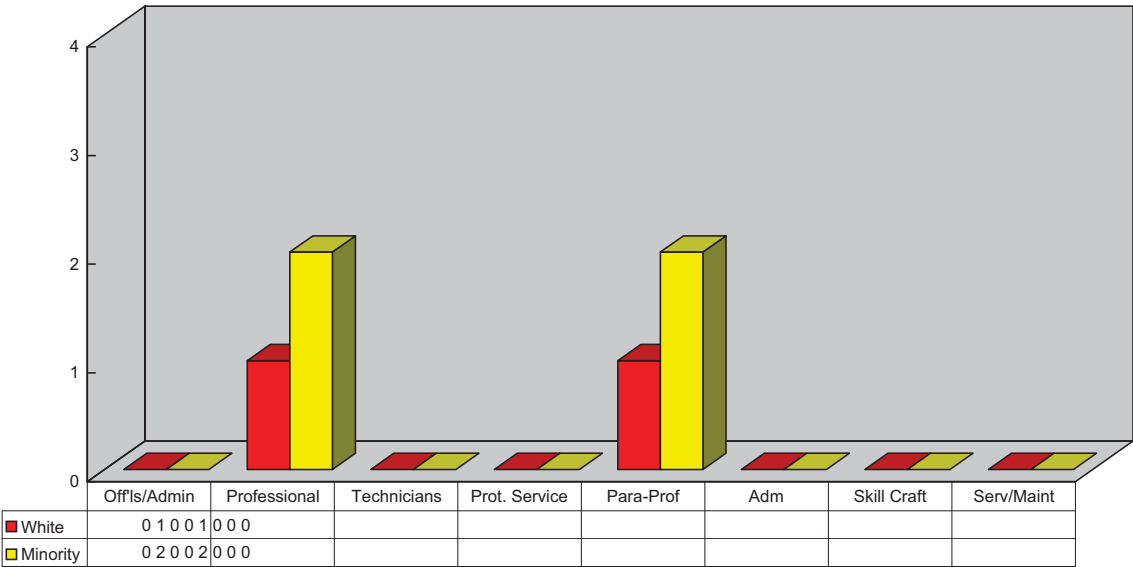
Total Montgomery County Commissioners' Office Employees = 6

Distribution by Employment Category and Gender
Montgomery County Commissioners' Office



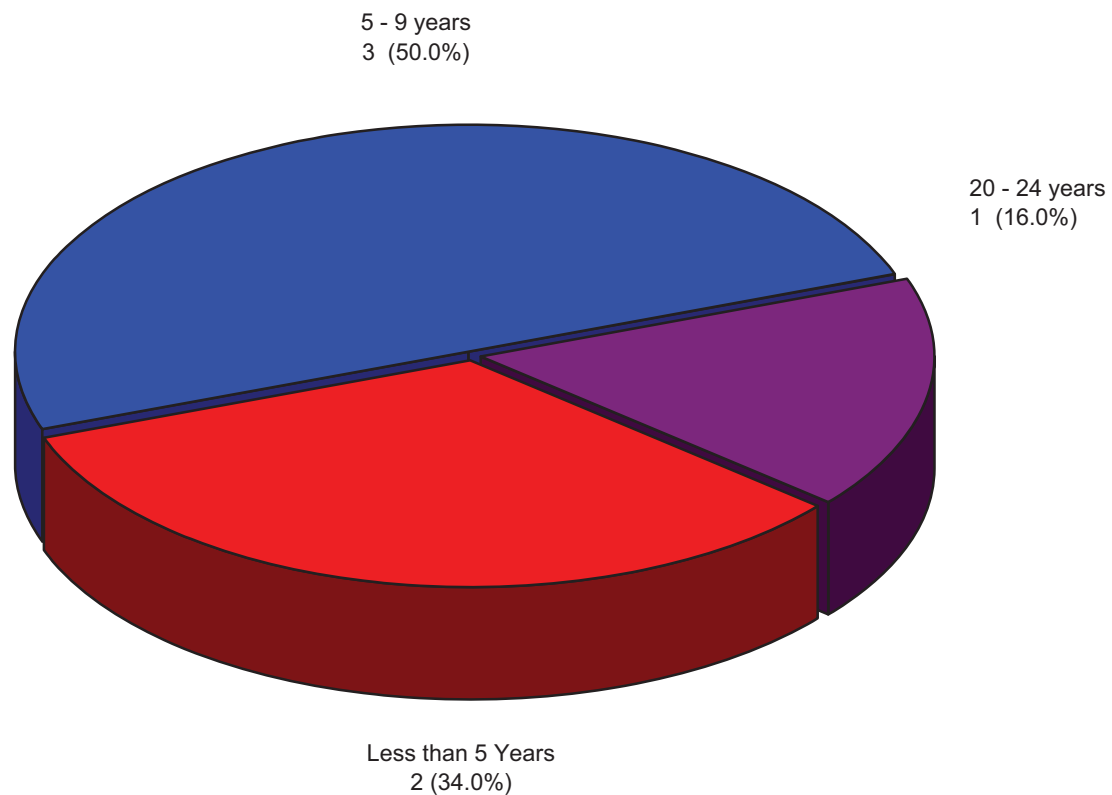
Total Montgomery County Commissioners' Office Employees = 6

Distribution by Employment Category and Race/Ethnicity
Montgomery County Commissioners' Office



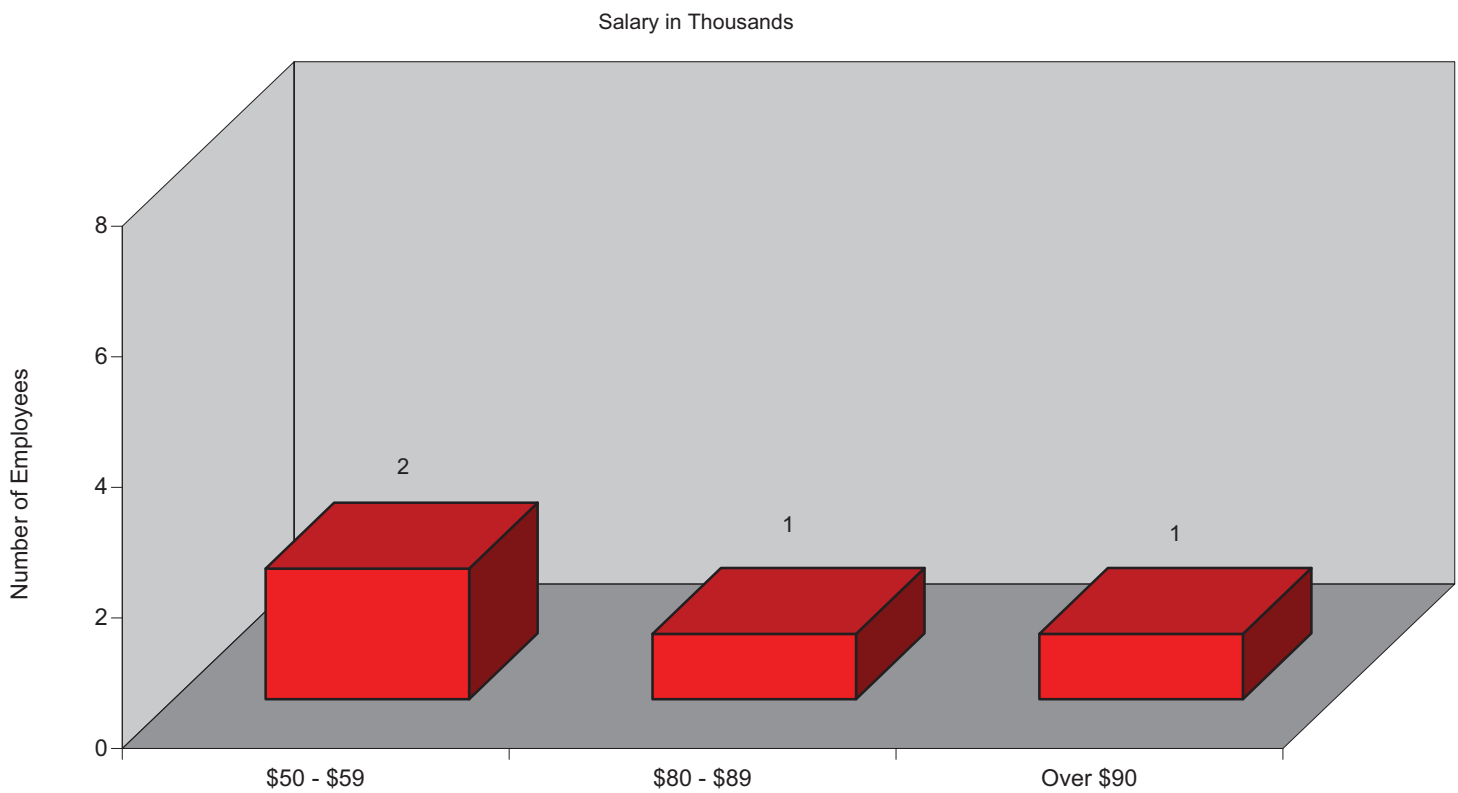
Total Montgomery County Commissioners' Office Employees = 6

Average Length of Service Career Employees Montgomery County Commissioners' Office



Total Montgomery County Commissioners' Office Employees = 6

**Salary Range
Career Full - Time Employees
Montgomery County Commissioners' Office**



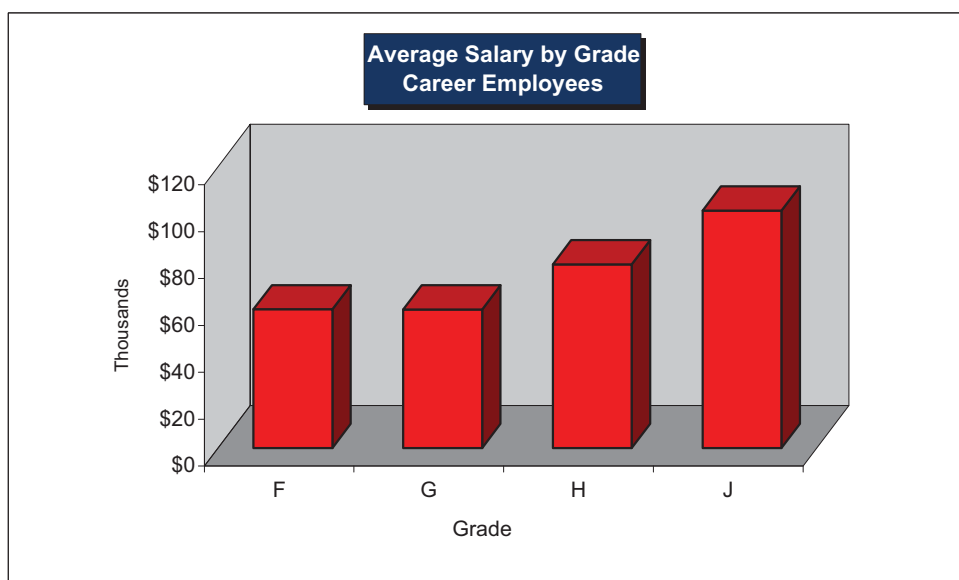
Total Montgomery Commissioners' Office Full-Time Employees = 4
Average Salary: \$75,196

Does not include part-time employees

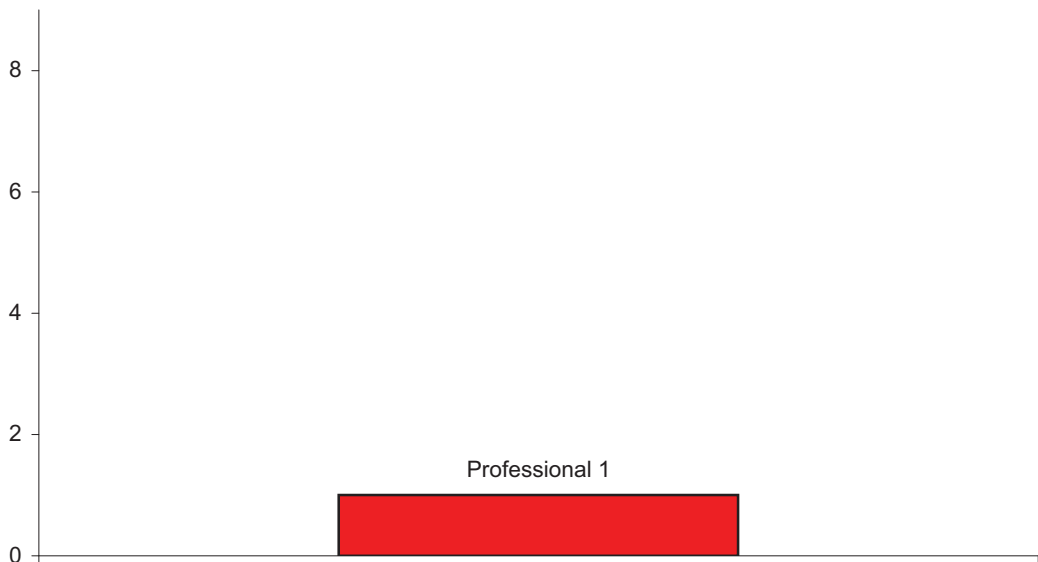
Average Annual Salary for Career Employees by Grade Montgomery County Commissioners' Office

Grade	Salary
F	\$59,122
G	\$58,991
H	\$78,318
J	\$101,228

Average Departmental Salary: \$75,196
Average Commission Salary: \$64,766

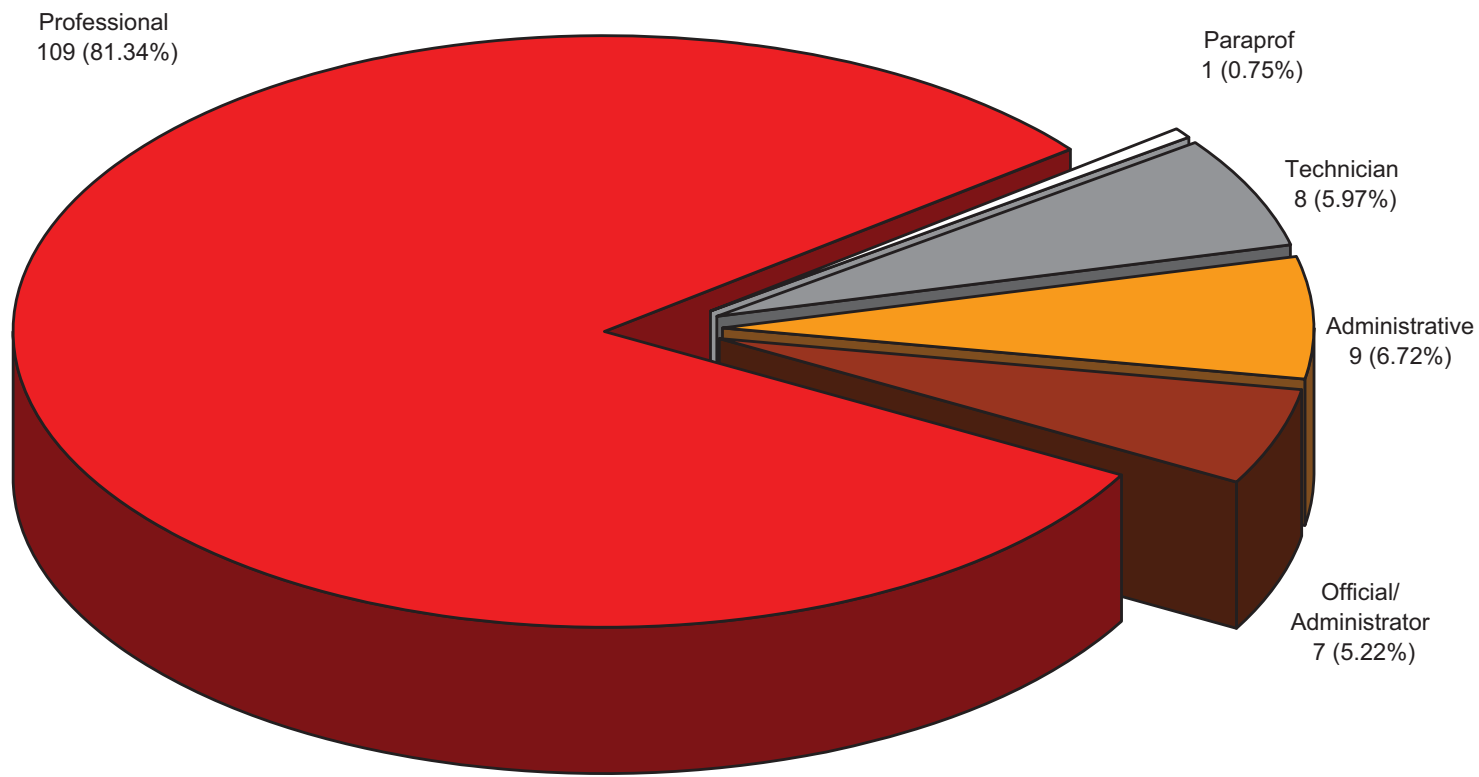


Employee Turnover by Employment Category Montgomery County Commissioners' Office



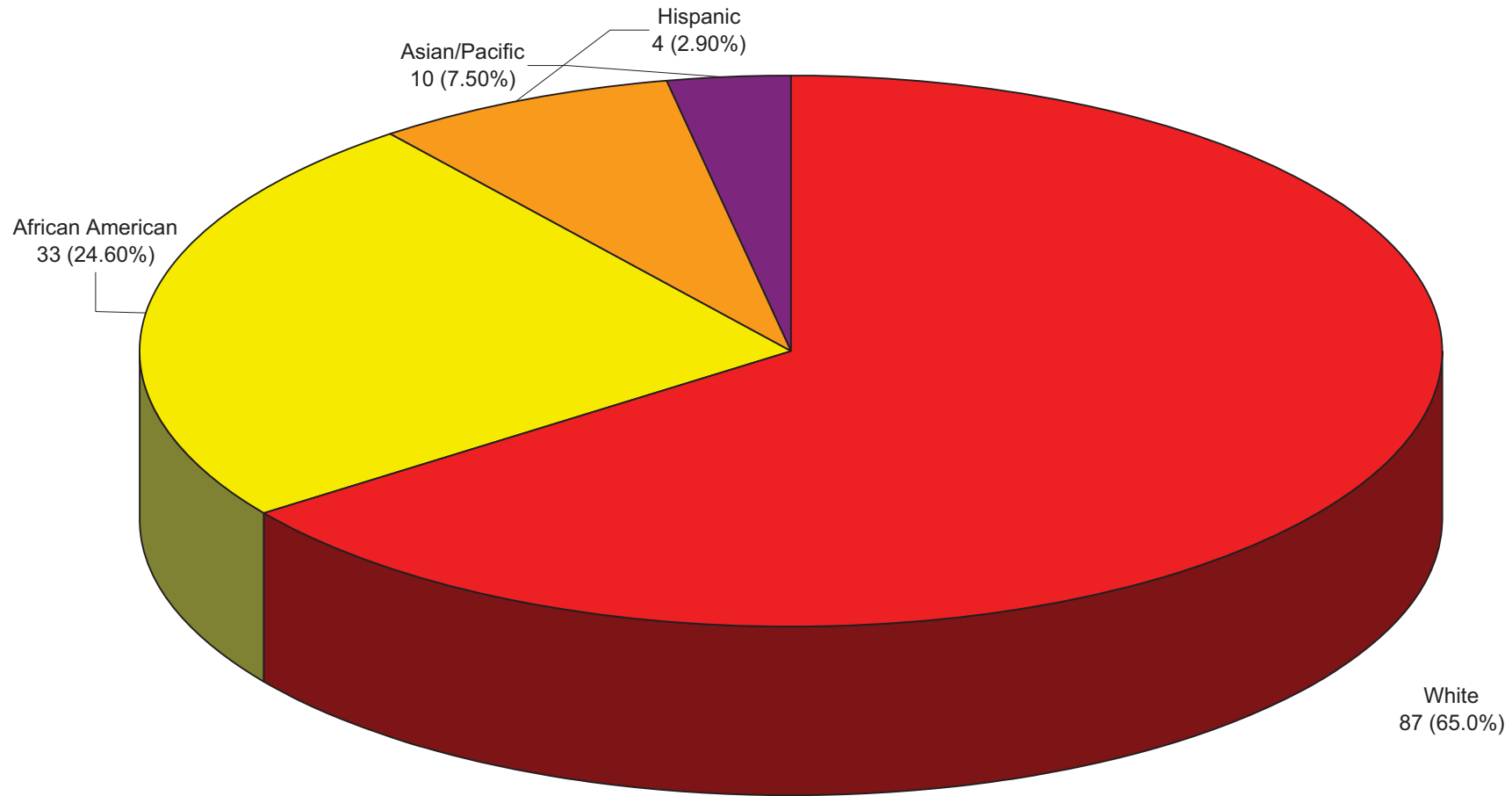
Montgomery County Commissioners' Office Turnover = 1 or 16.7%
Montgomery County Commissioners' Employees = 6
Commission-wide Turnover = 156

Employees by Employment Category Montgomery County Department of Planning

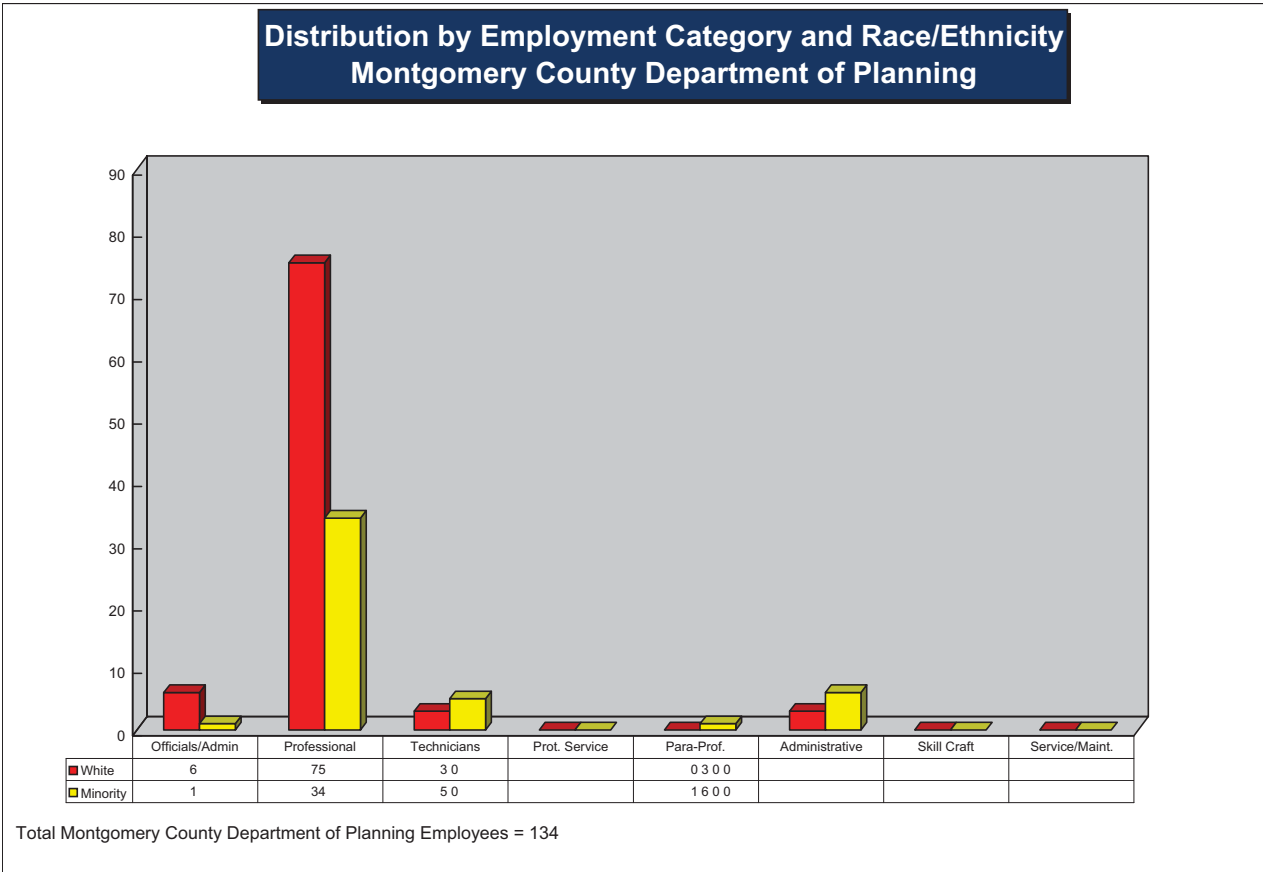
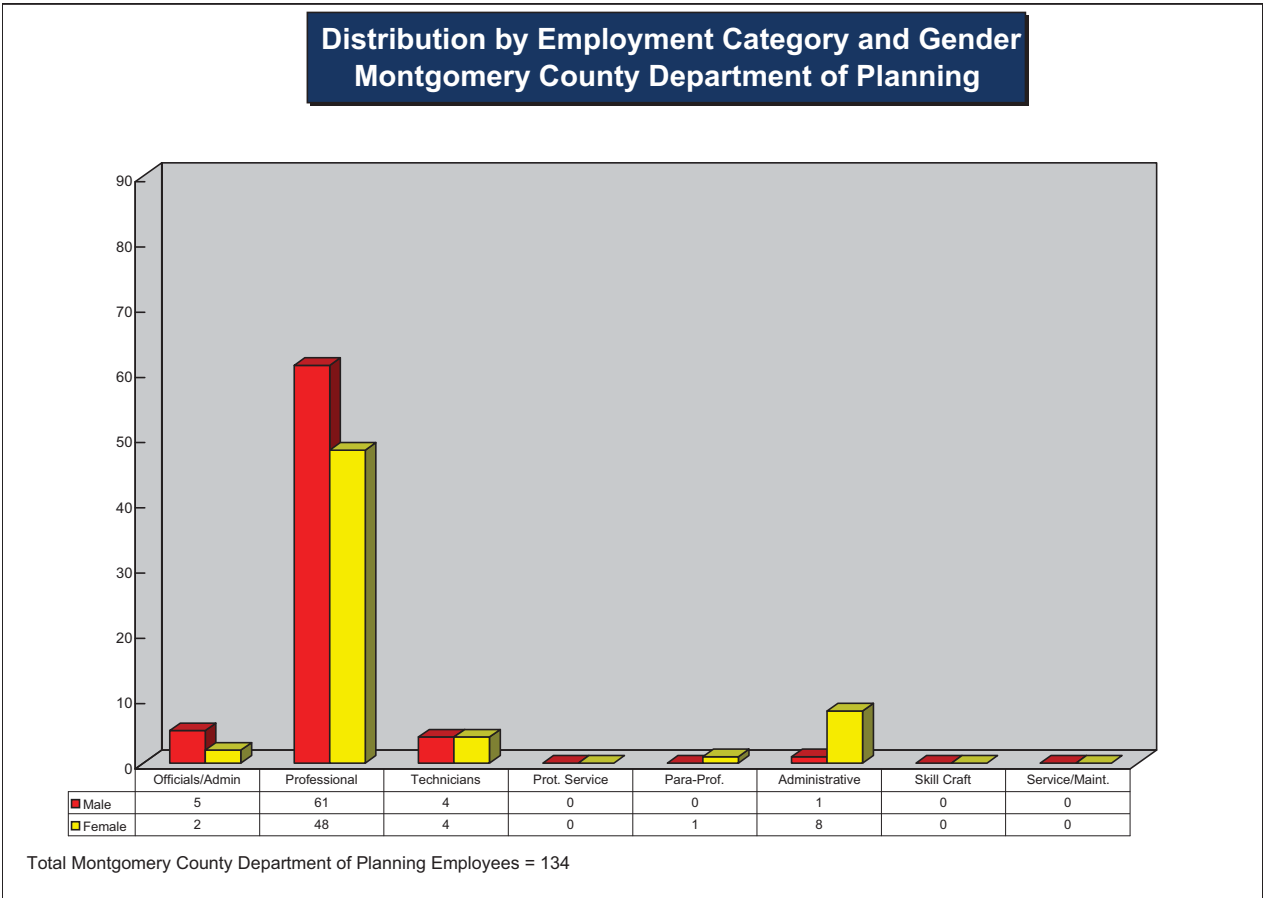


Total Employees Montgomery County Planning = 134

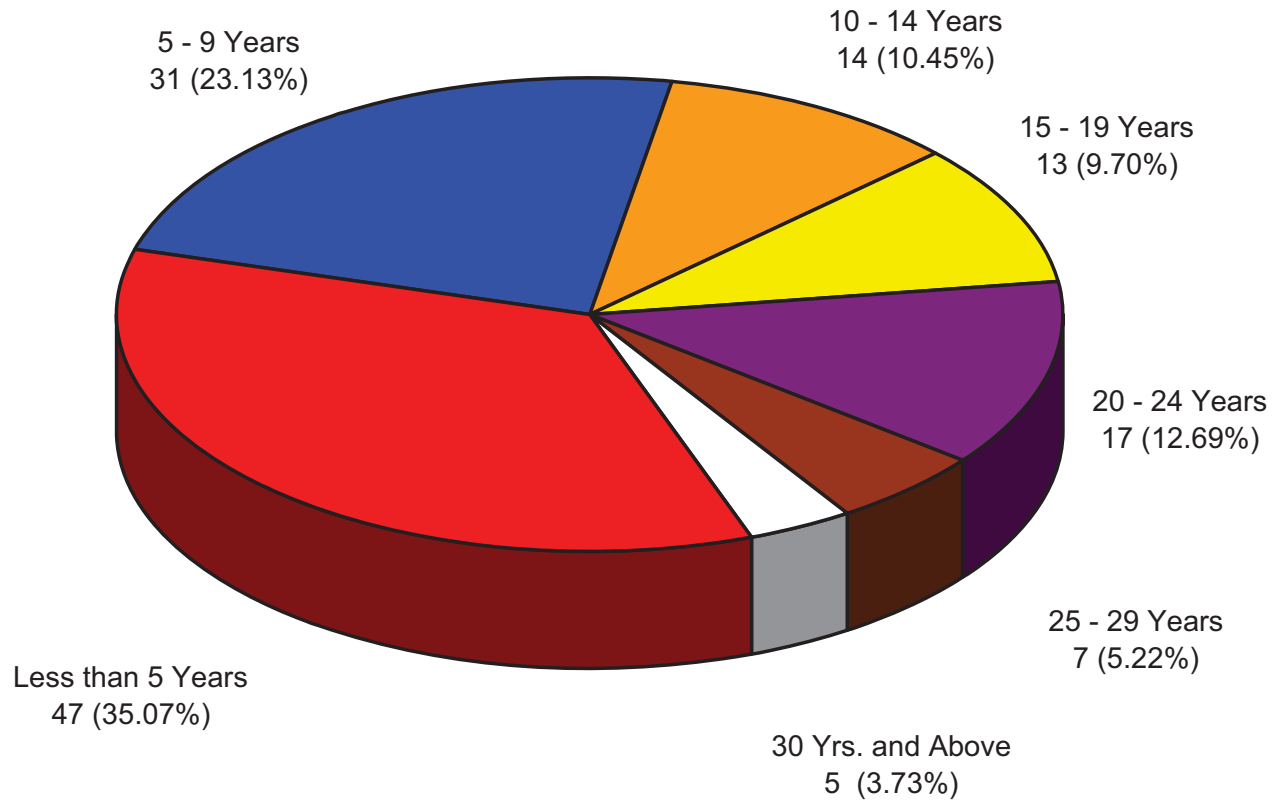
**Race/Ethnicity
Career Employees
Montgomery County Department of Planning**



Total Montgomery County Department of Planning Employees = 134

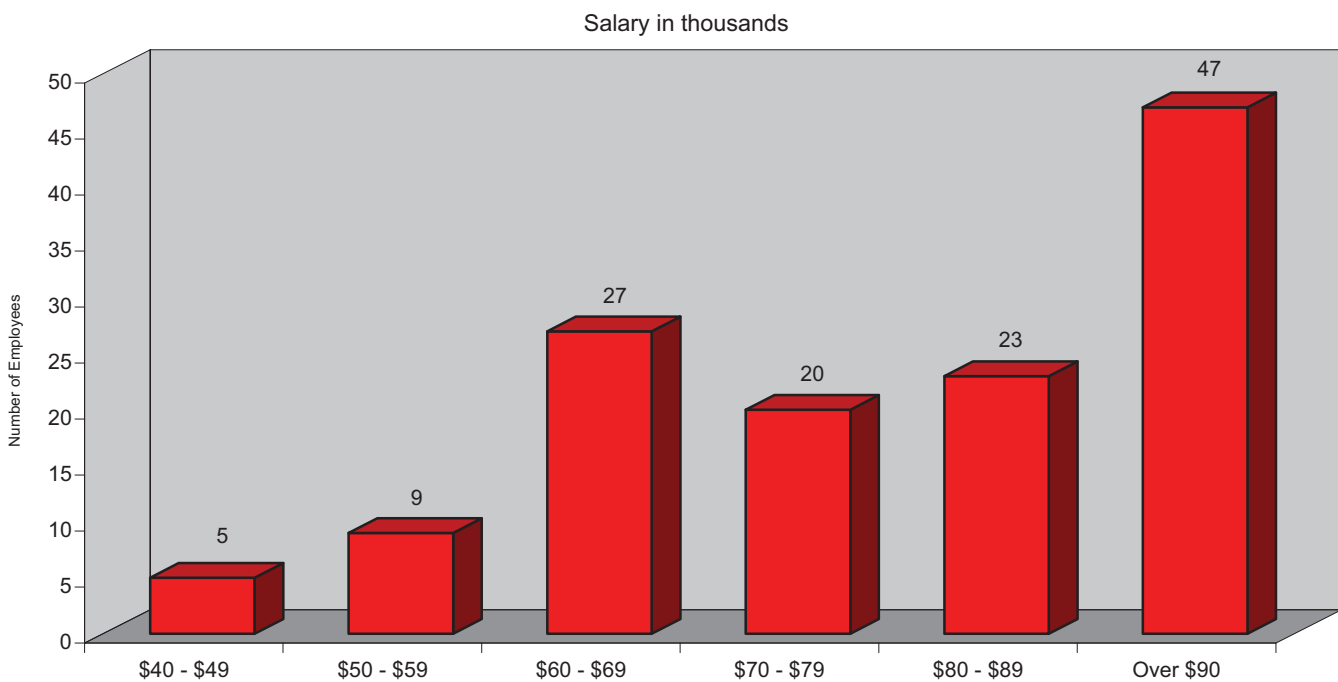


Average Length of Service Career Employees Montgomery County Department of Planning



Total Montgomery County Department of Planning = 134

Salary Range Career Full-Time Employees Montgomery County Department of Planning

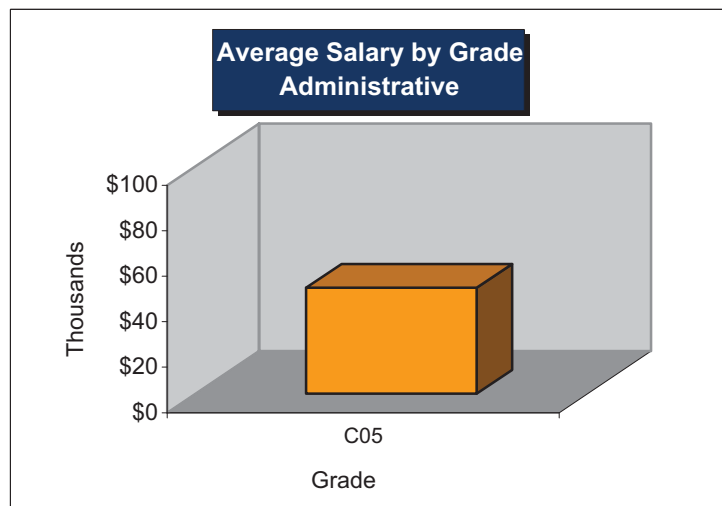
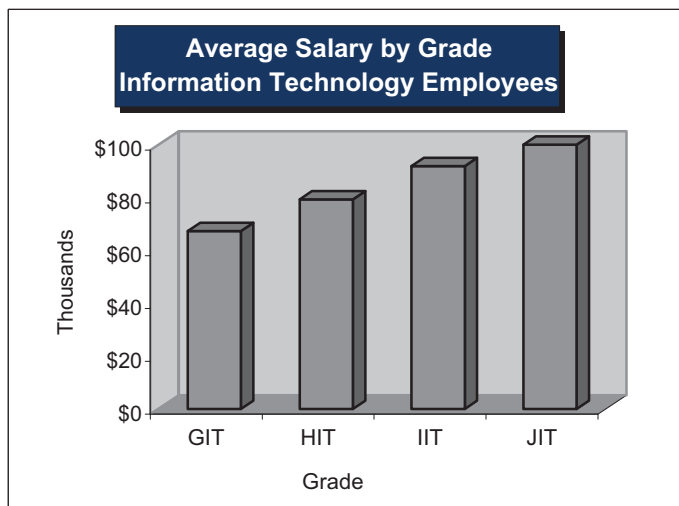
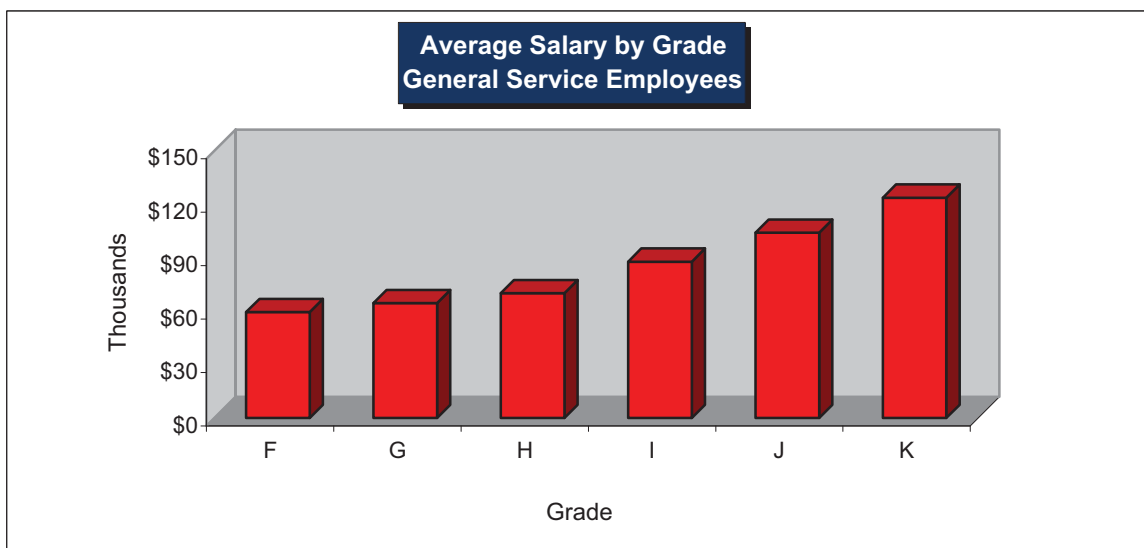


Total Montgomery County Planning - Full-Time Employees = 131
Average Salary: \$82,112

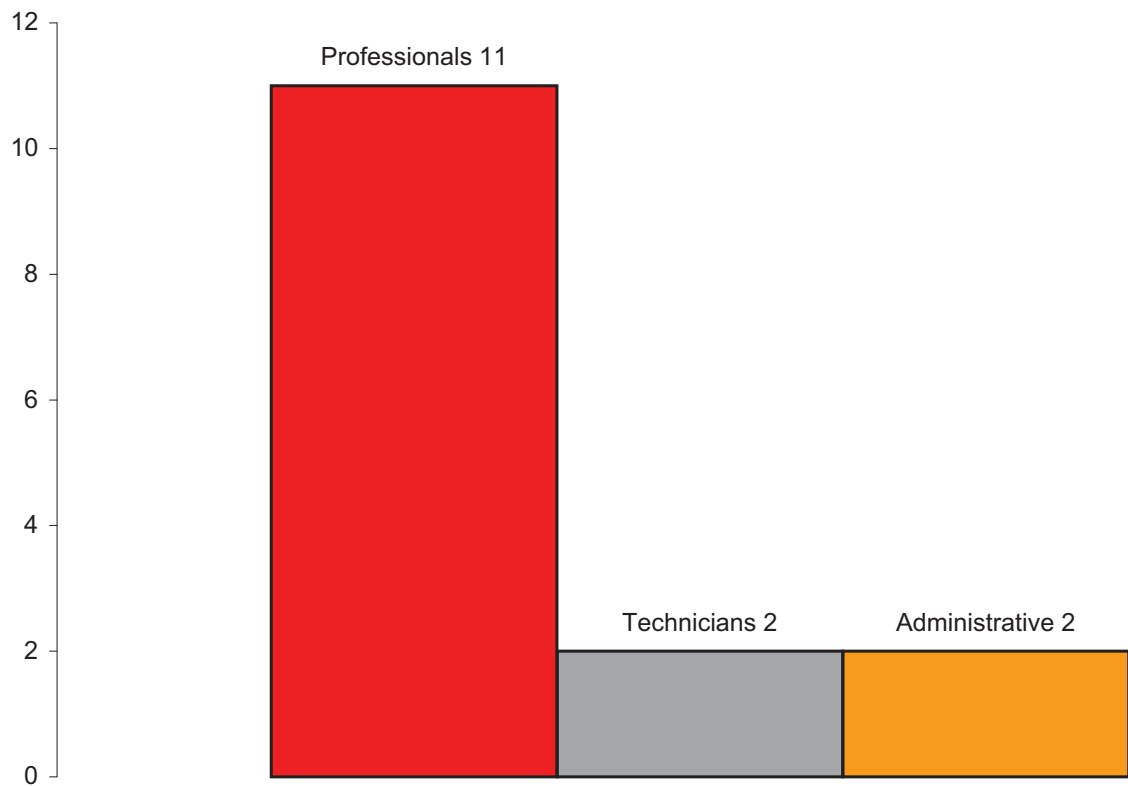
Average Annual Salary for Career Employees by Grade Montgomery County Department of Planning

Grade	Salary	Grade	Salary	Grade	Salary
C05	\$46,584	F	\$59,445	GIT	\$67,306
		G	\$64,493	HIT	\$79,310
		H	\$70,134	IIT	\$91,975
		I	\$87,749	JIT	\$119,028
		J	\$103,932		
		K	\$123,677		

Average Departmental Salary: \$82,112
Average Commission Salary: \$64,766

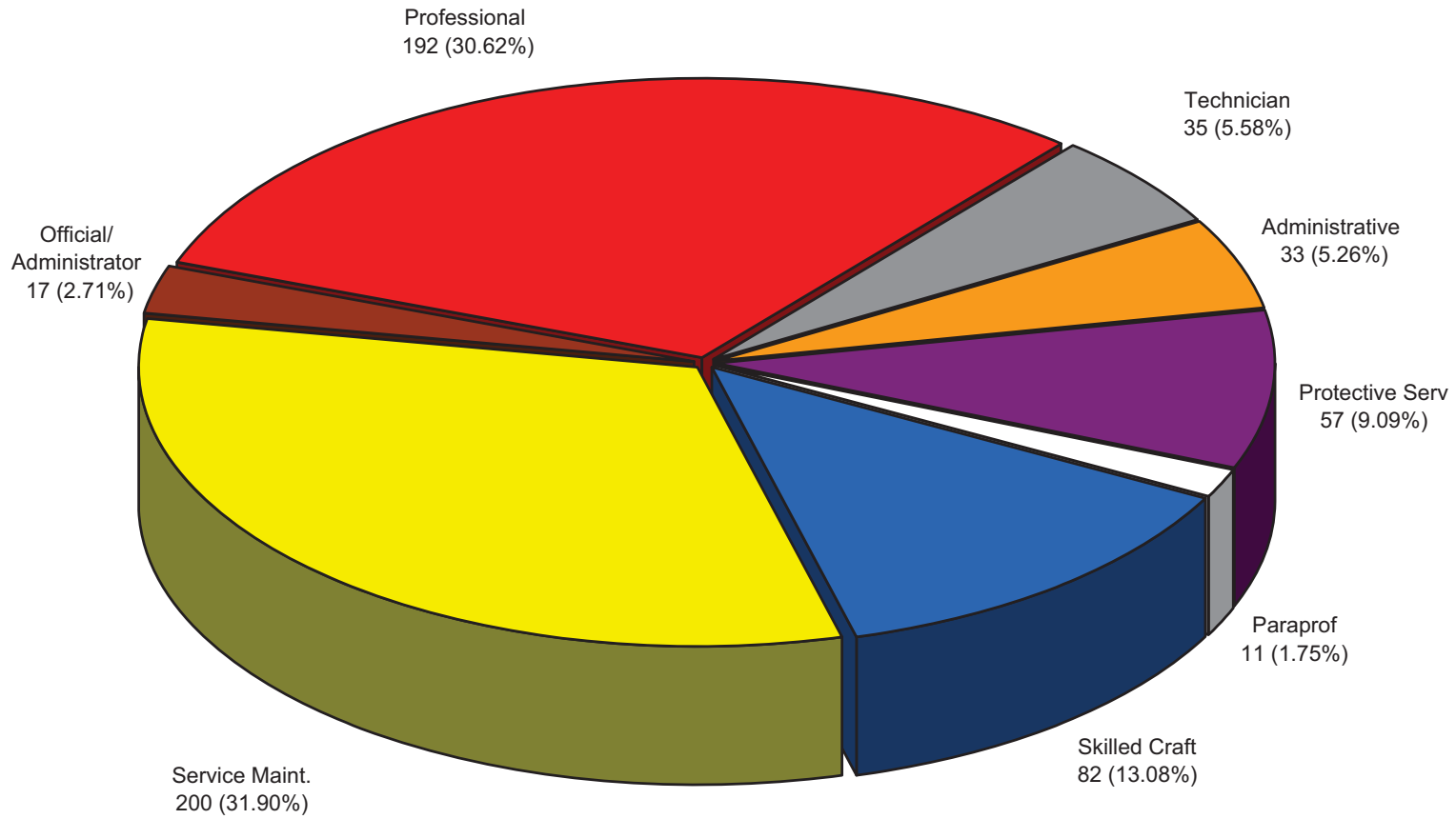


Employee Turnover by Employment Category Montgomery County Department of Planning



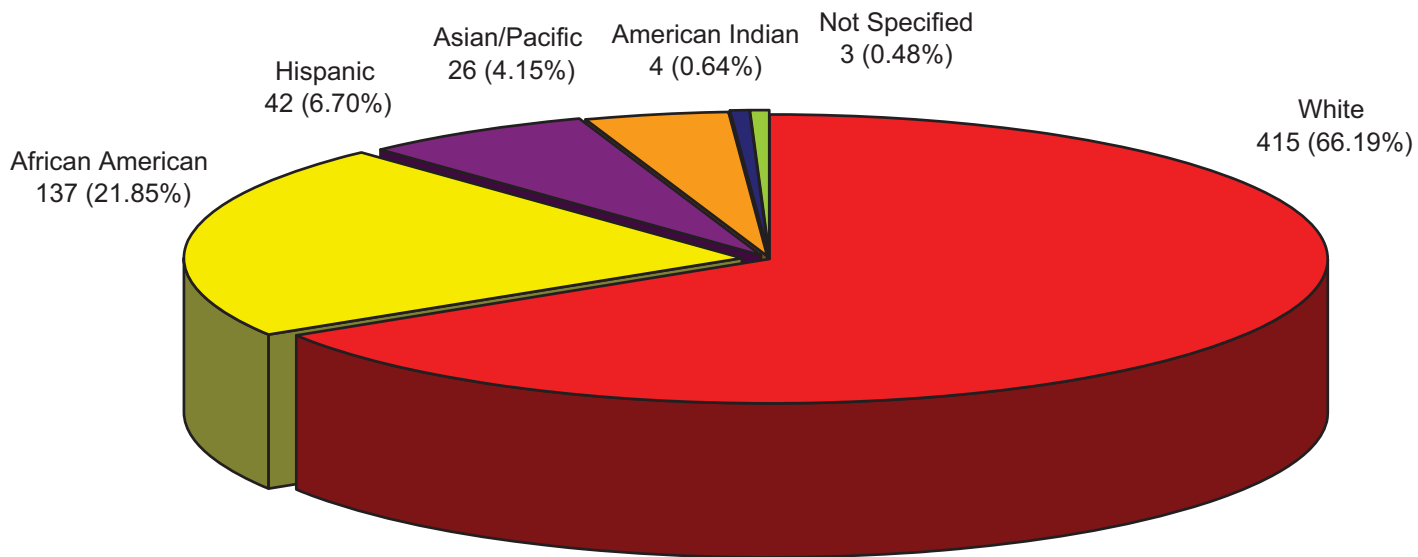
Montgomery County Department of Planning Turnover = 15 or 11.2%
 Montgomery County Department of Planning Total Employees = 134
 Commission-Wide Turnover = 156

Employees by Employment Category Montgomery County Department of Parks



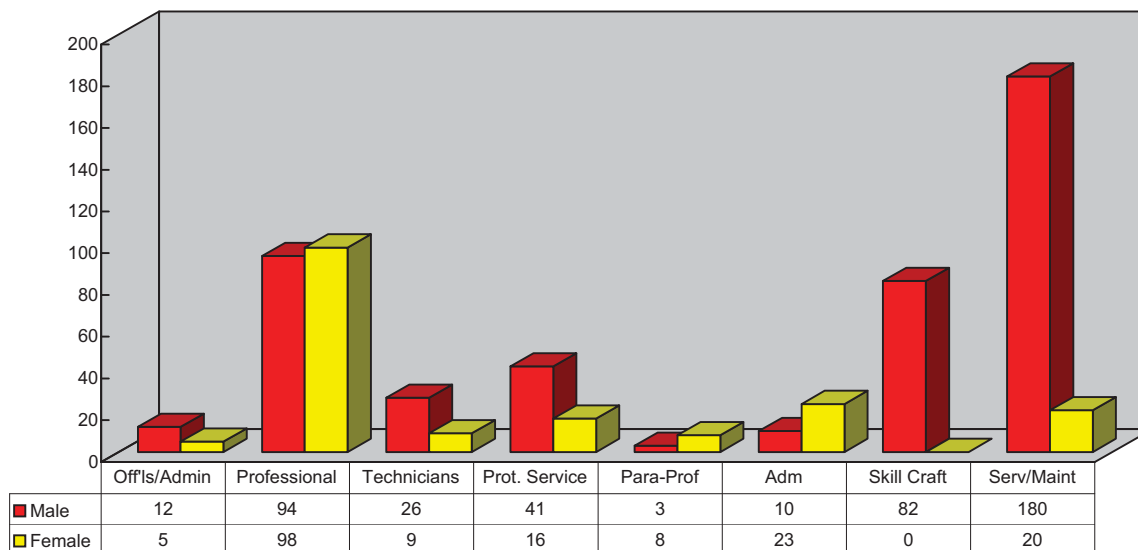
Total Montgomery County Parks Employees = 627

Race/Ethnicity Career Employees Montgomery County Parks



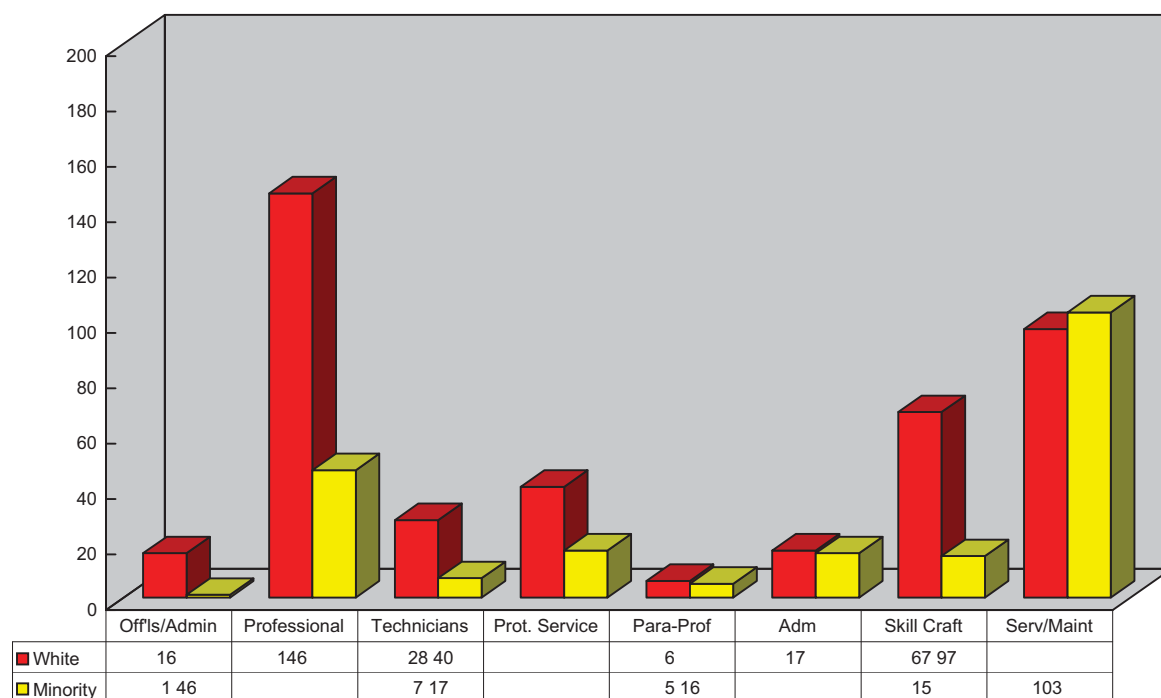
Total Montgomery County Parks Employees = 627

Distribution by Employment Category and Gender Montgomery County Department of Parks



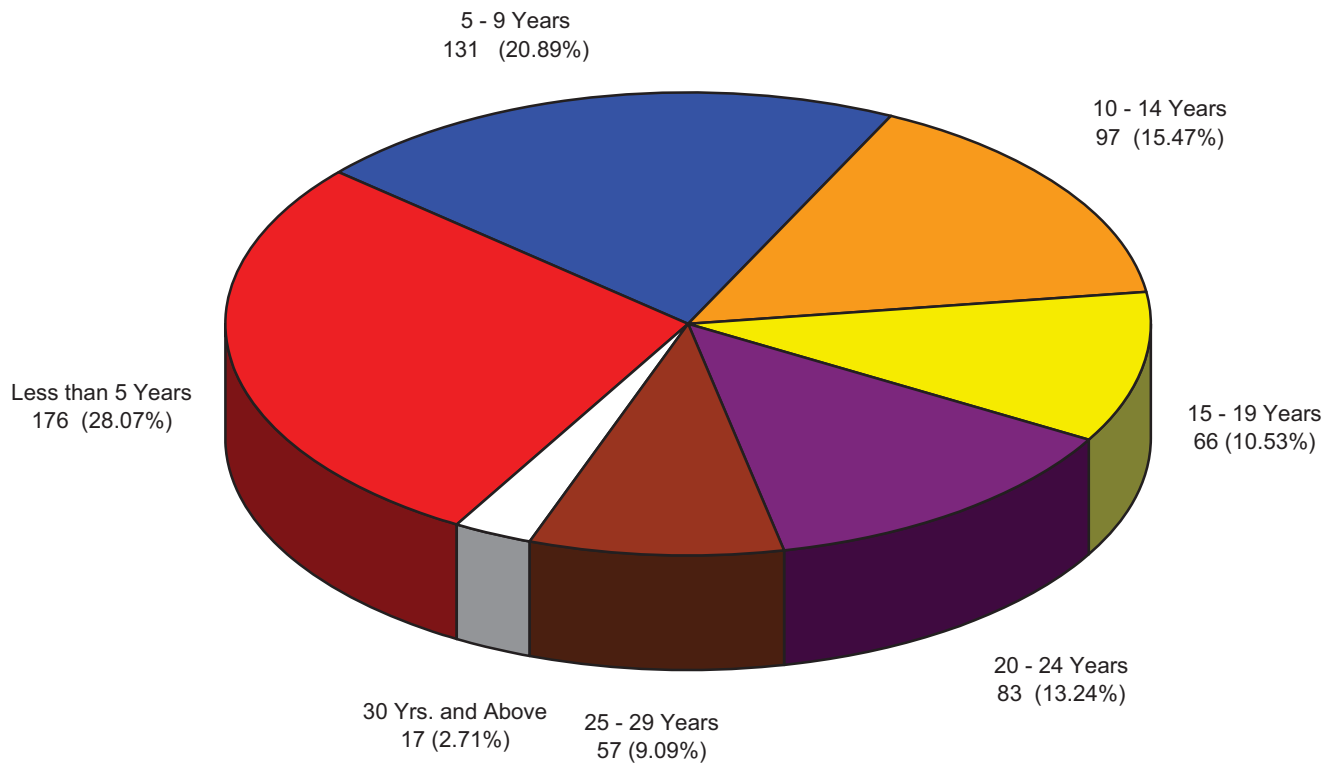
Total Montgomery County Department of Parks Employees = 627

Distribution by Employment Category and Race/Ethnicity Montgomery County Department of Parks



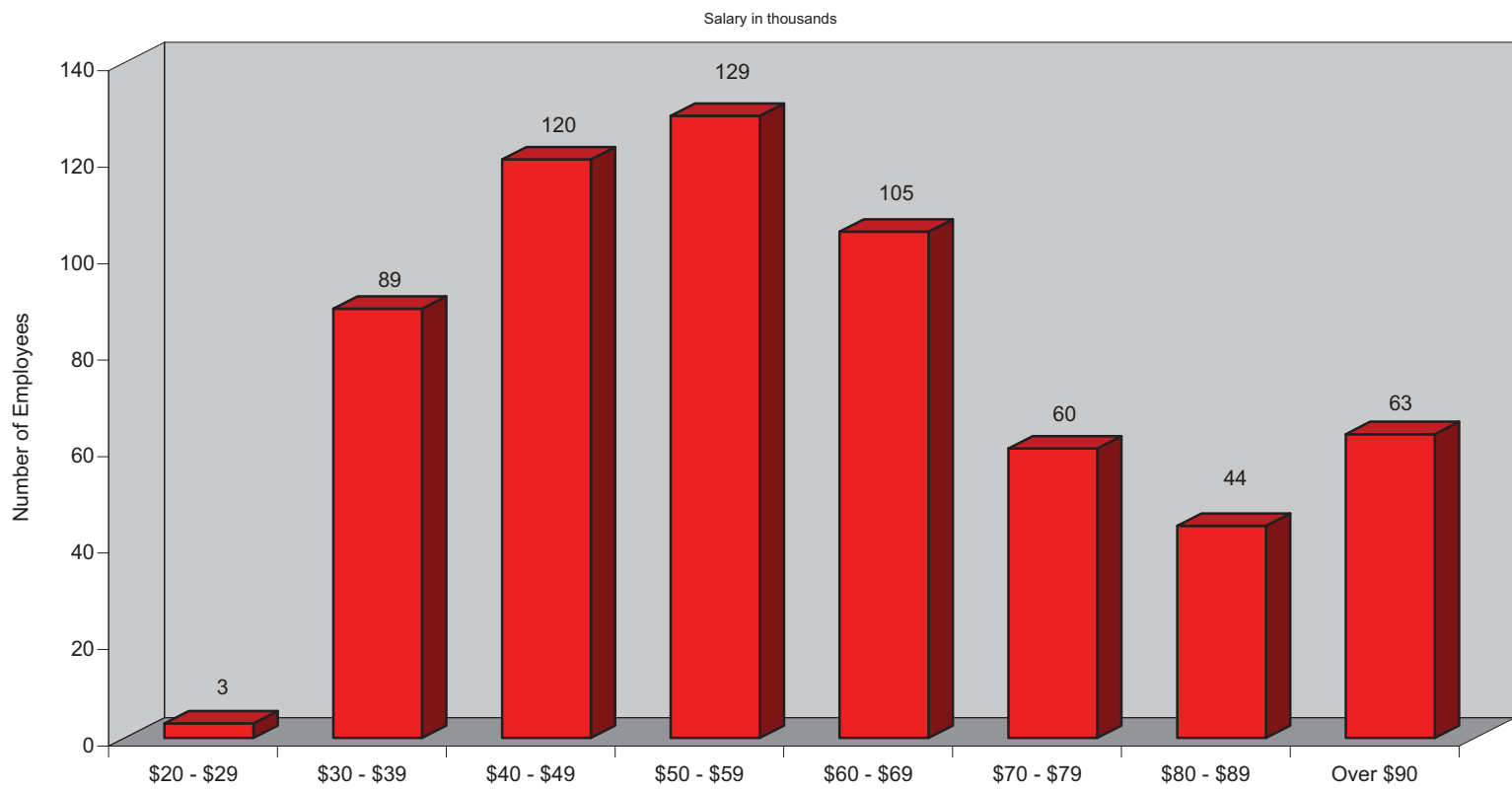
Total Montgomery County Department of Parks Employees = 627

Average Length of Service Career Employees Montgomery County Department of Parks



Total Montgomery County Department of Parks Employees = 627

Salary Range Career Full-Time Employees Montgomery County Department of Parks

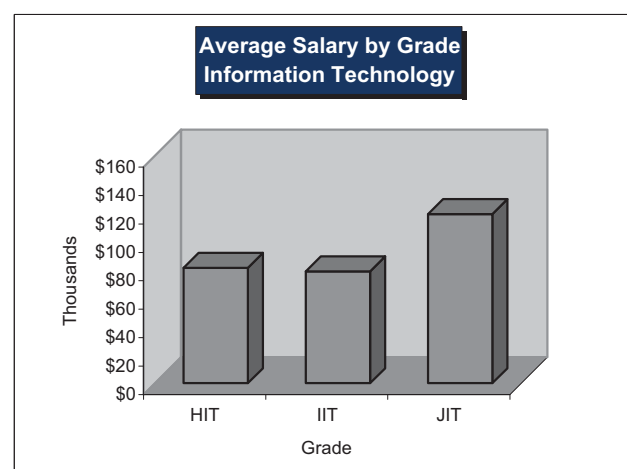
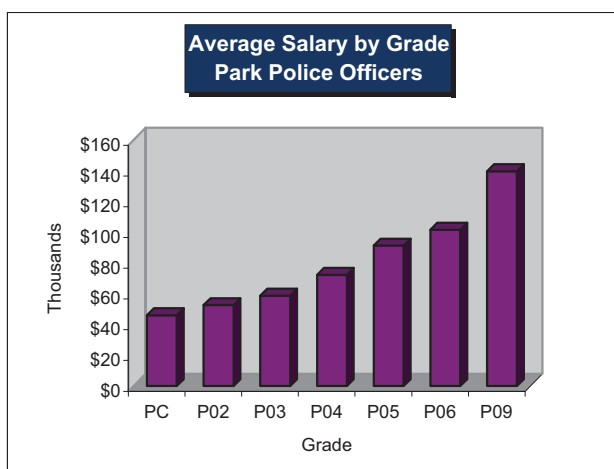
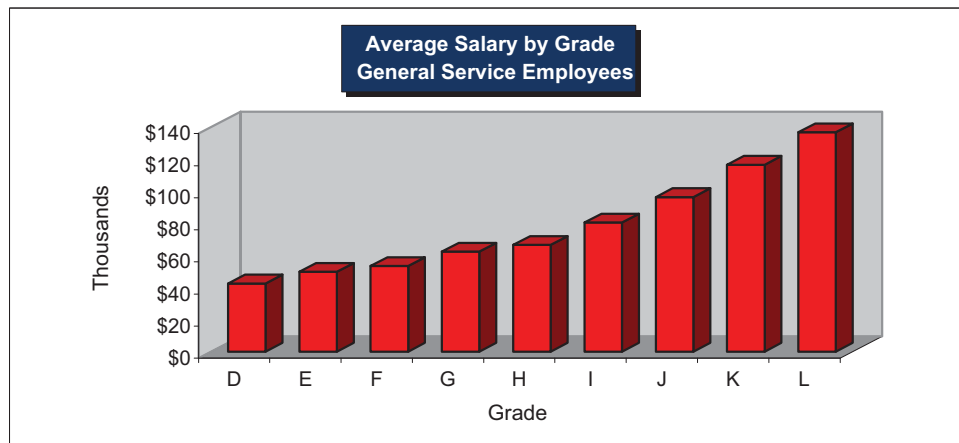


Total Department of Parks Full-Time Employees = 613
Average Salary: \$60,588

Average Annual Salary for Career Employees by Grade Montgomery County Department of Parks

Grade	Salary	Grade	Salary	Grade	Salary
D	\$42,461	PC	\$46,123	HIT	\$81,281
E	\$49,761	P02	\$52,626	IIT	\$78,839
F	\$53,411	P03	\$58,763	JIT	\$119,028
G	\$62,378	P04	\$72,243		
H	\$66,565	P05	\$91,355		
I	\$80,506	P06	\$101,645		
J	\$96,362	P09	\$139,725		
K	\$116,511				
L	\$136,793				

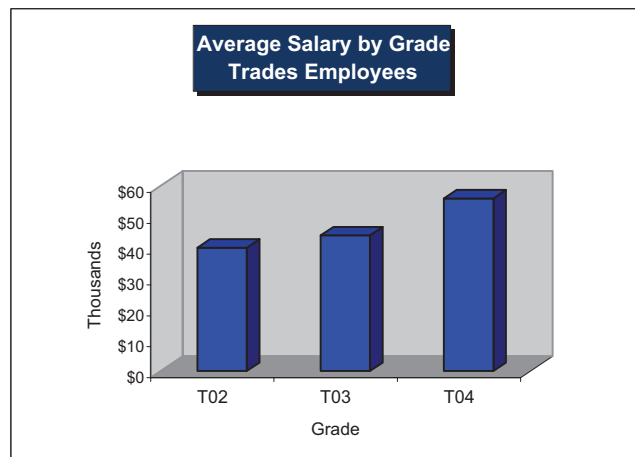
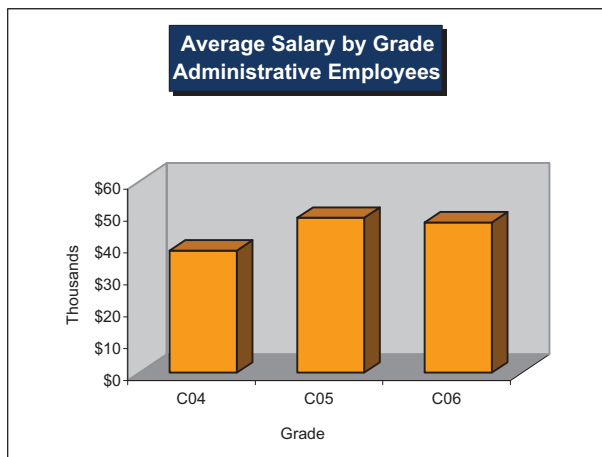
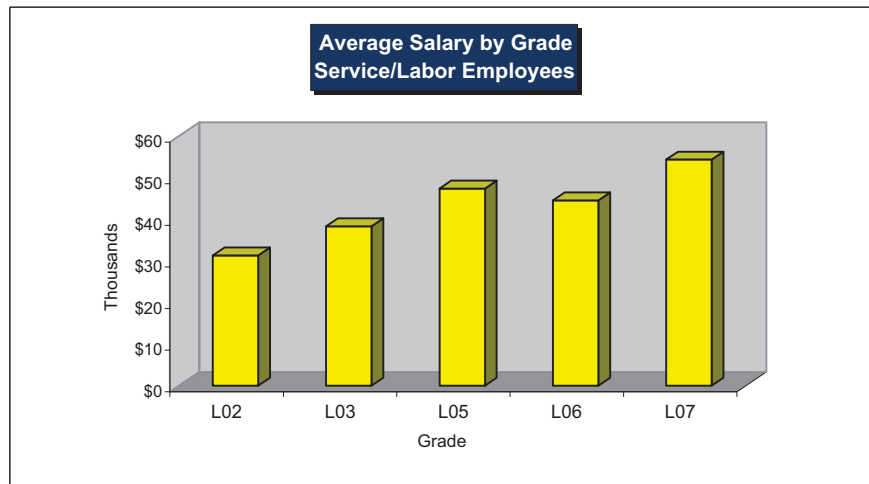
Average Department Salary: \$60,588
Average Commission Salary: \$64,766



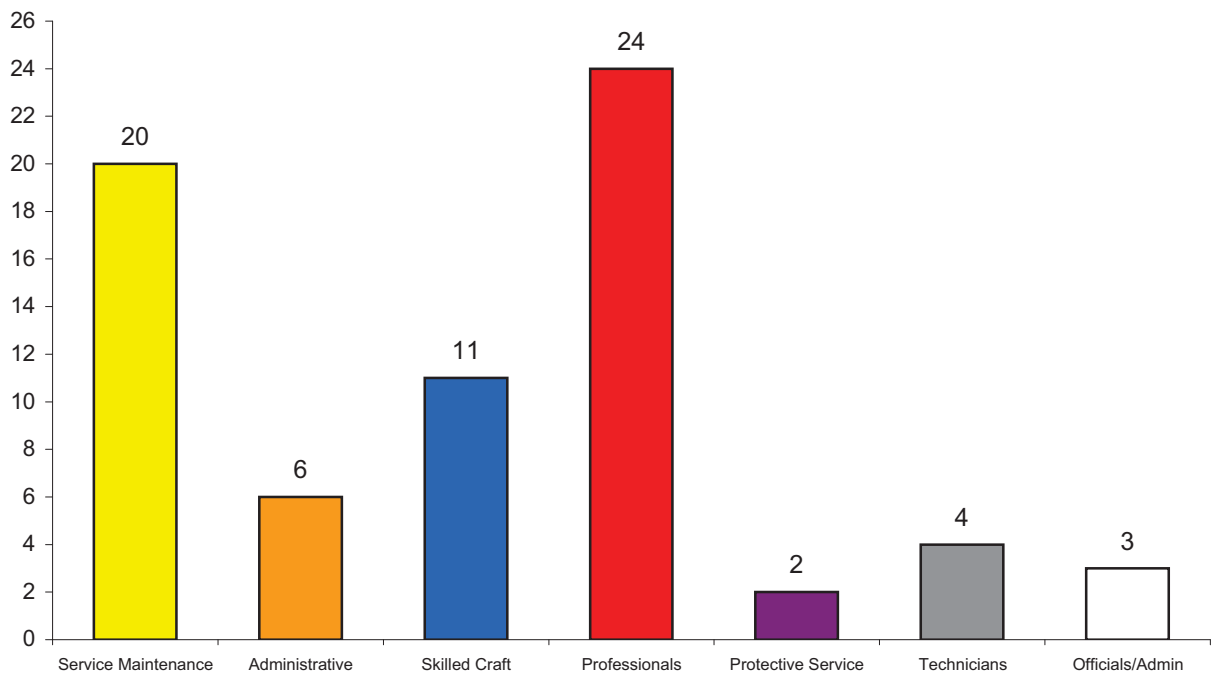
Average Annual Salary for Career Employees by Grade Montgomery County Department of Parks

Grade	Salary	Grade	Salary	Grade	Salary
C04	\$38,268	L02	\$31,369	T02	\$40,002
C05	\$48,565	L03	\$38,352	T03	\$44,017
C06	\$47,146	L05	\$47,439	T04	\$56,011
		L06	\$44,600		
		L07	\$54,399		

Average Departmental Salary : \$60,588
Average Commission Salary : \$64,766

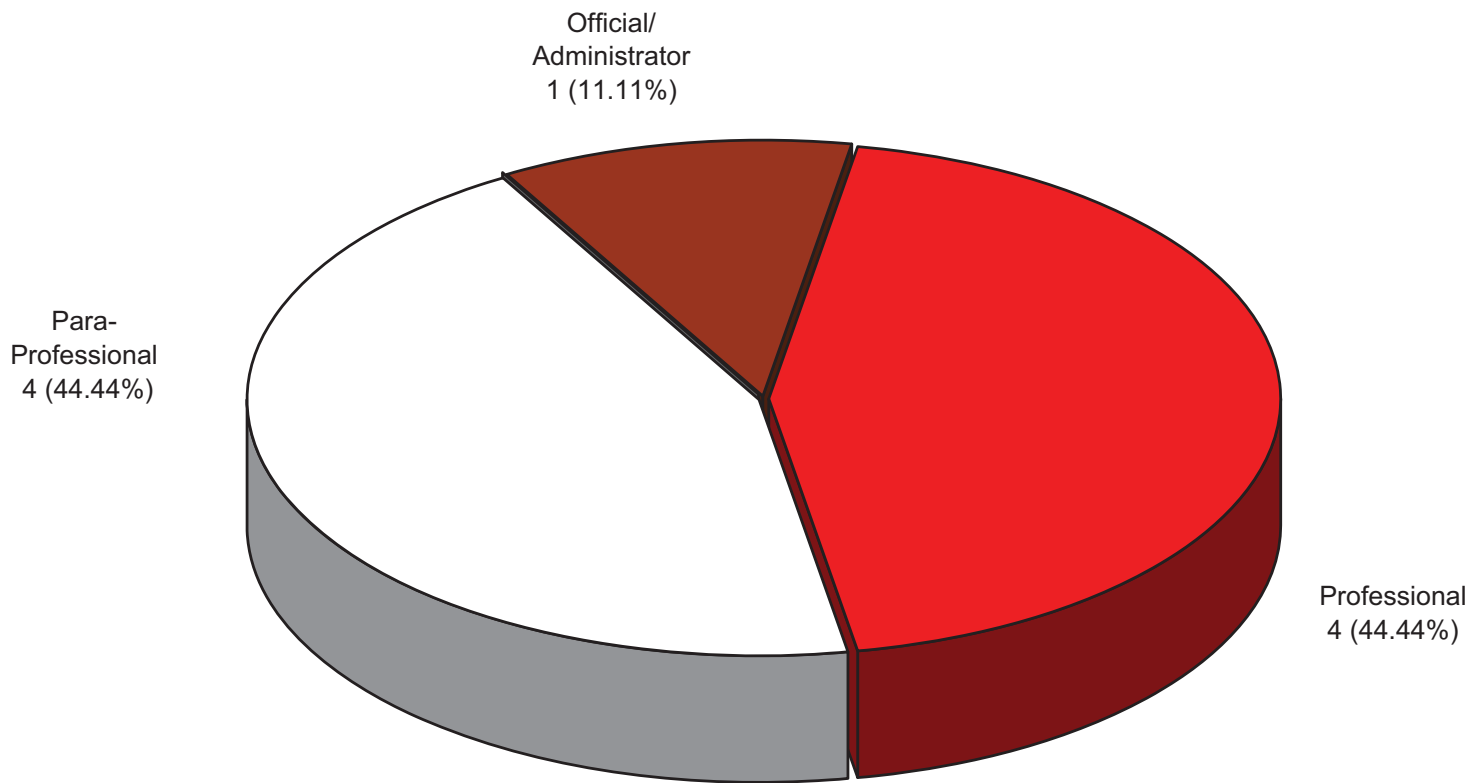


Employee Turnover by Employment Category Montgomery County Department of Parks



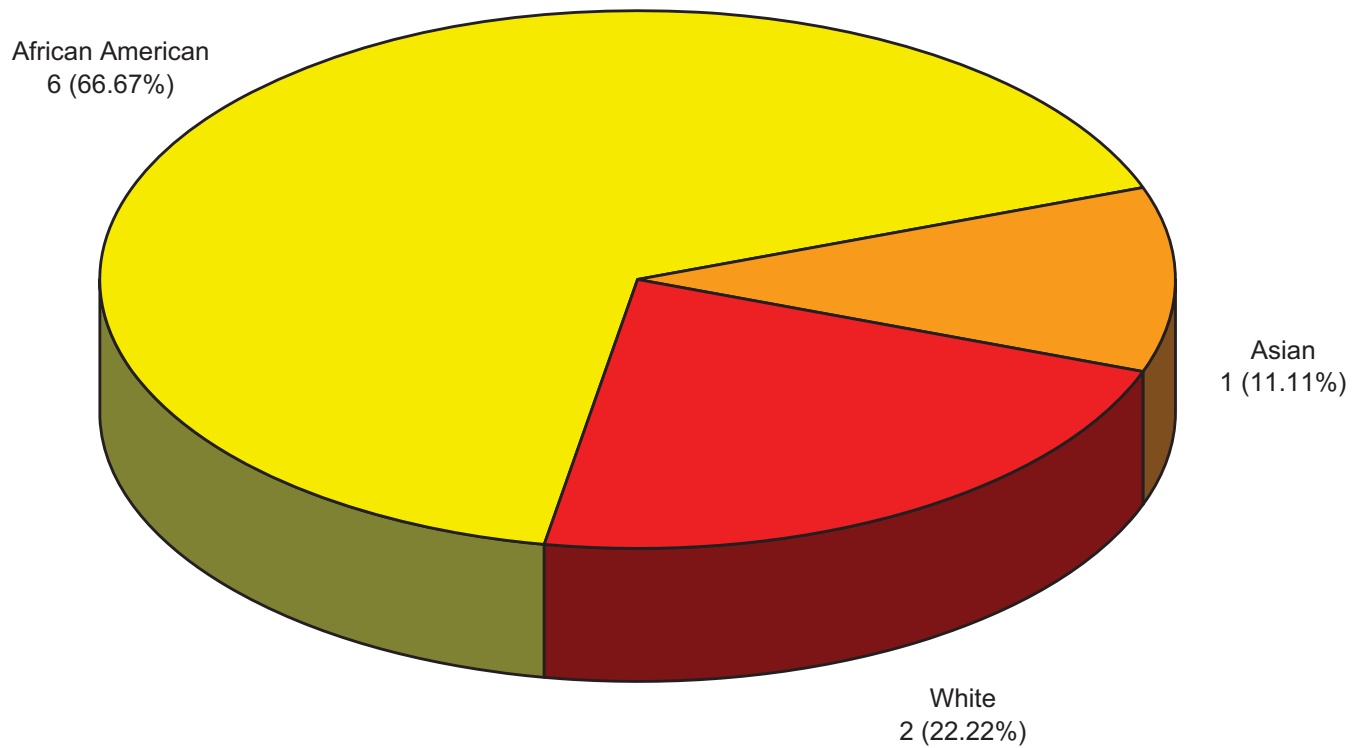
Montgomery County Department of Parks Turnover = 70 or 11.2%
Montgomery County Department of Parks Total Employees = 627
Commission-Wide Turnover = 156

Employees by Employment Category Prince George's County Commissioners' Office



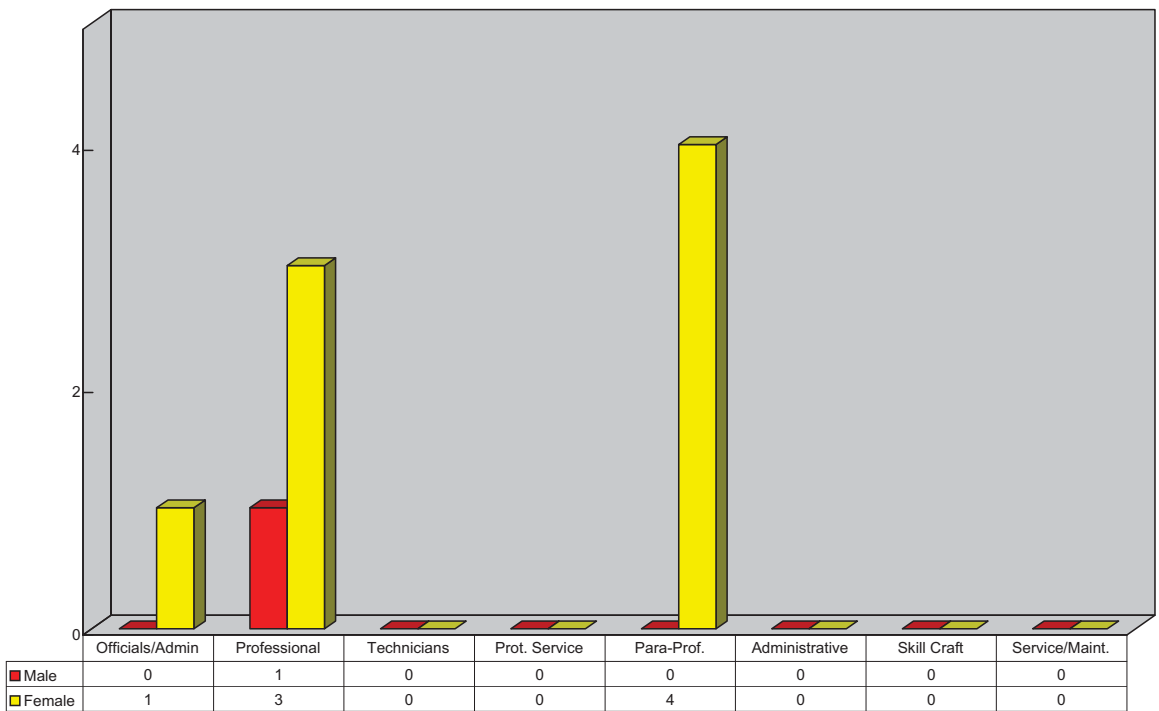
Total Prince George's County Commissioners' Office = 9

**Race/Ethnicity
Career Employees
Prince George's County Commissioners' Office**



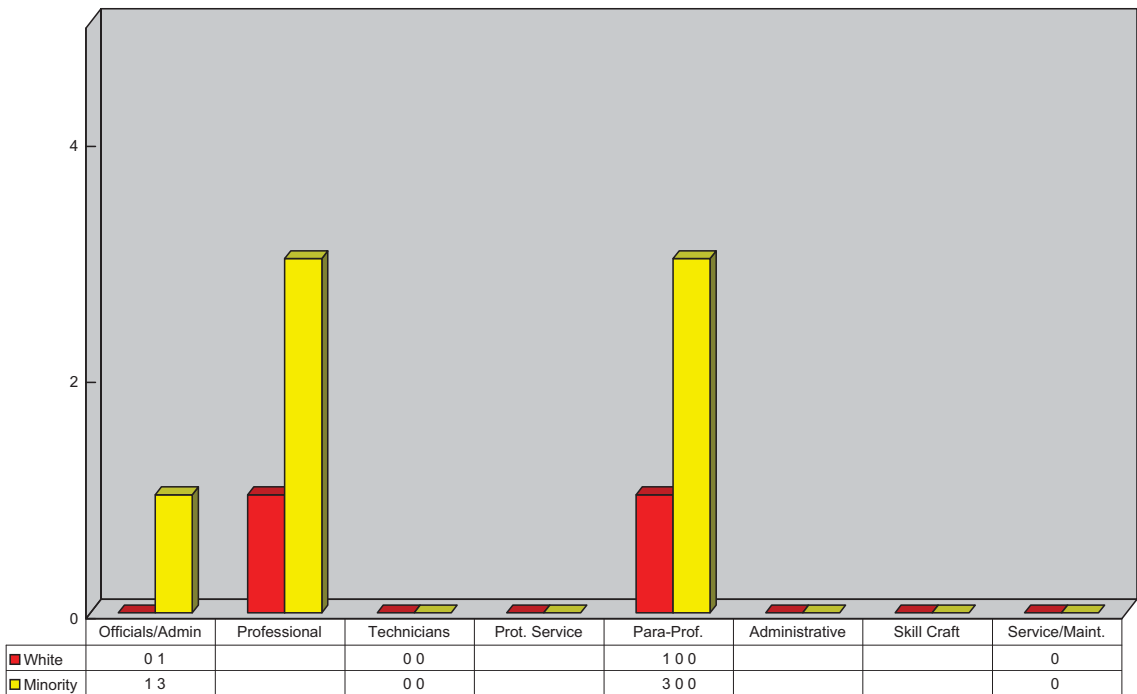
Total Prince George's County Commissioners' Office Employees = 9

Distribution by Employment Category and Gender
Prince George's County Commissioners' Office



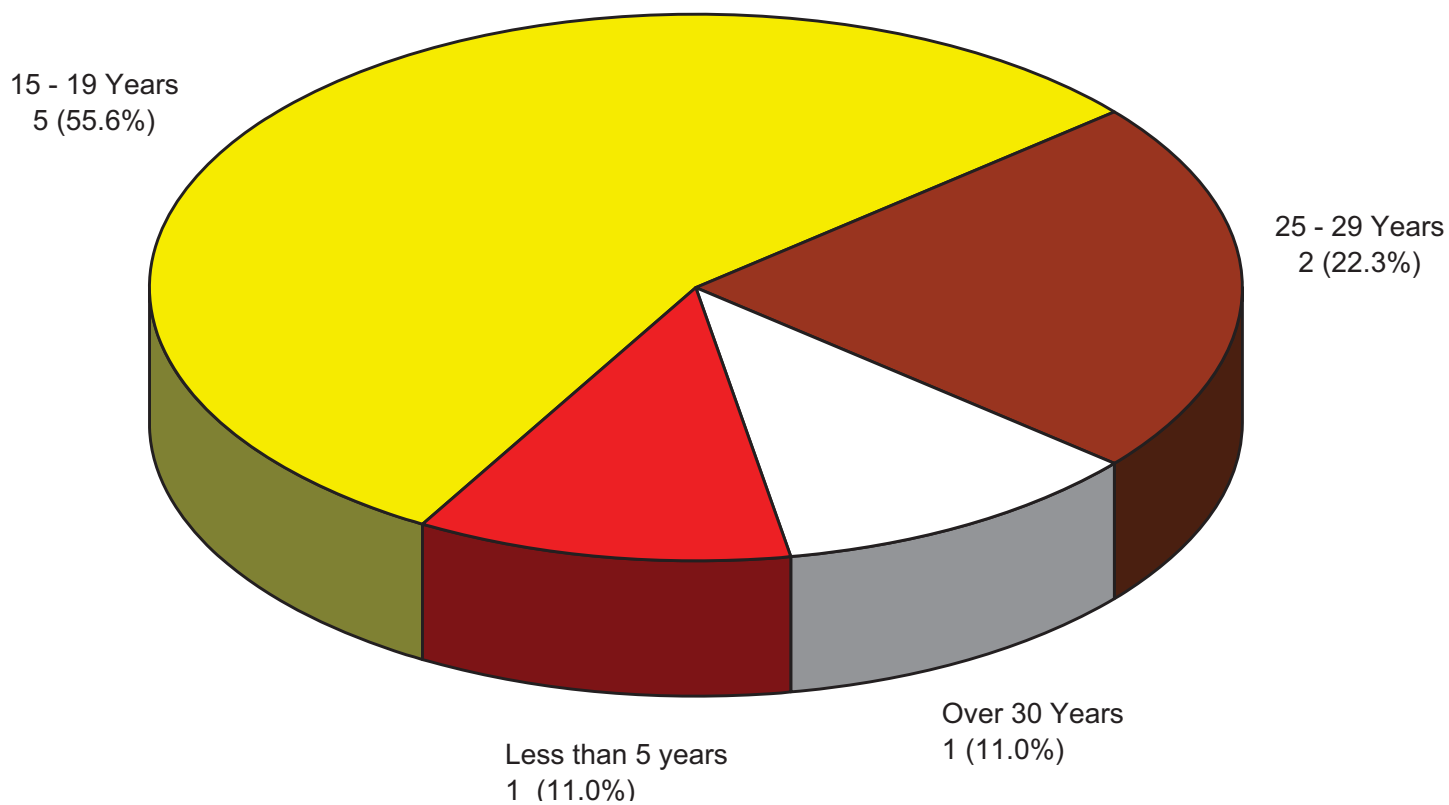
Total Prince George's County Commissioners' Office Employees = 9

Distribution by Employment Category and Race/Ethnicity
Prince George's County Commissioners' Office



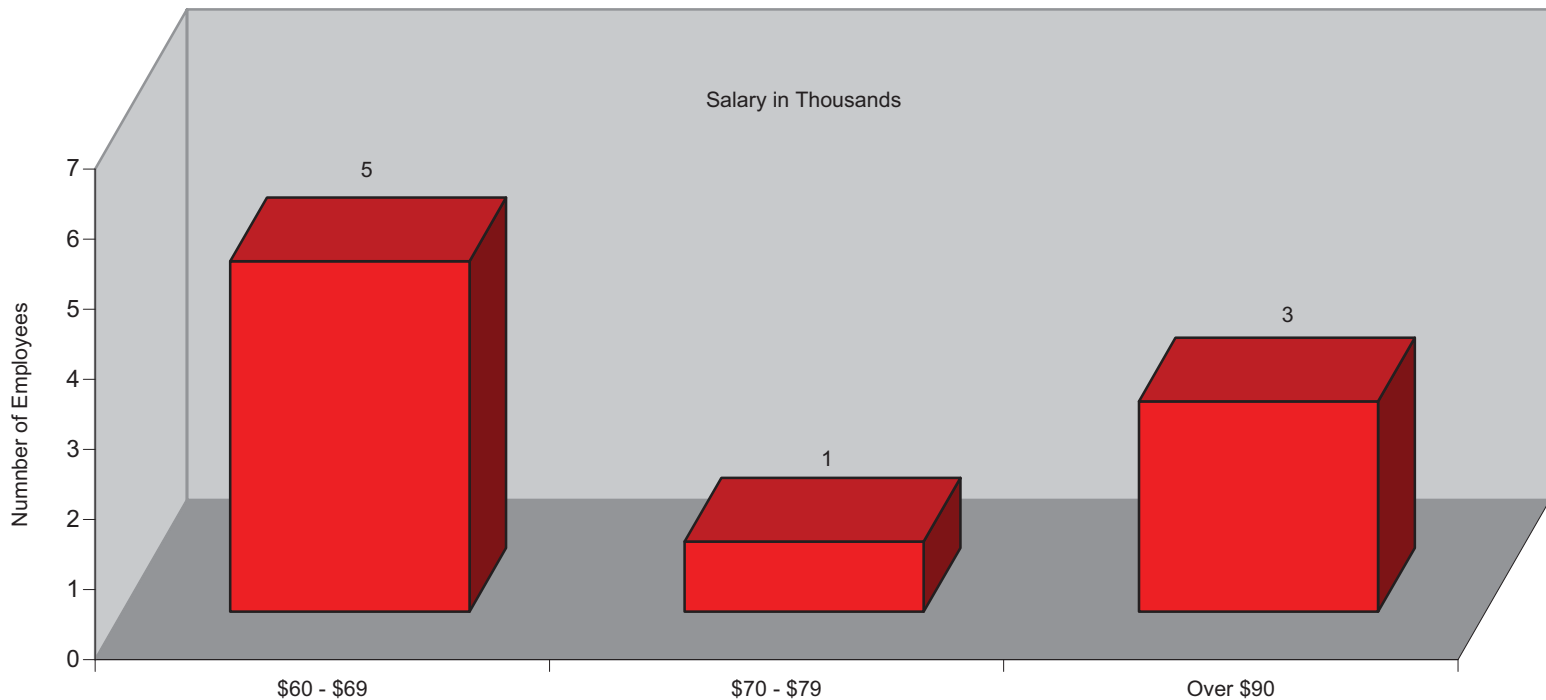
Total Prince George's County Commissioners' Office Employees = 9

Average Length of Service Career Employees Prince George's County Commissioners' Office



Total Prince George's County Commissioners' Office Employees = 9

Salary Range Career Full -Time Employees Prince George's County Commissioners' Office



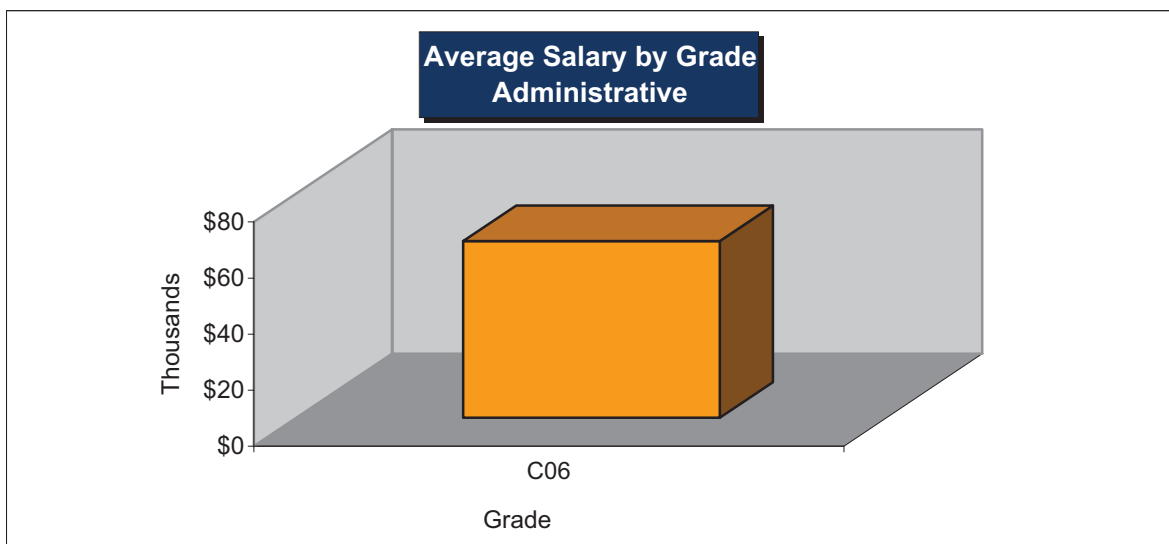
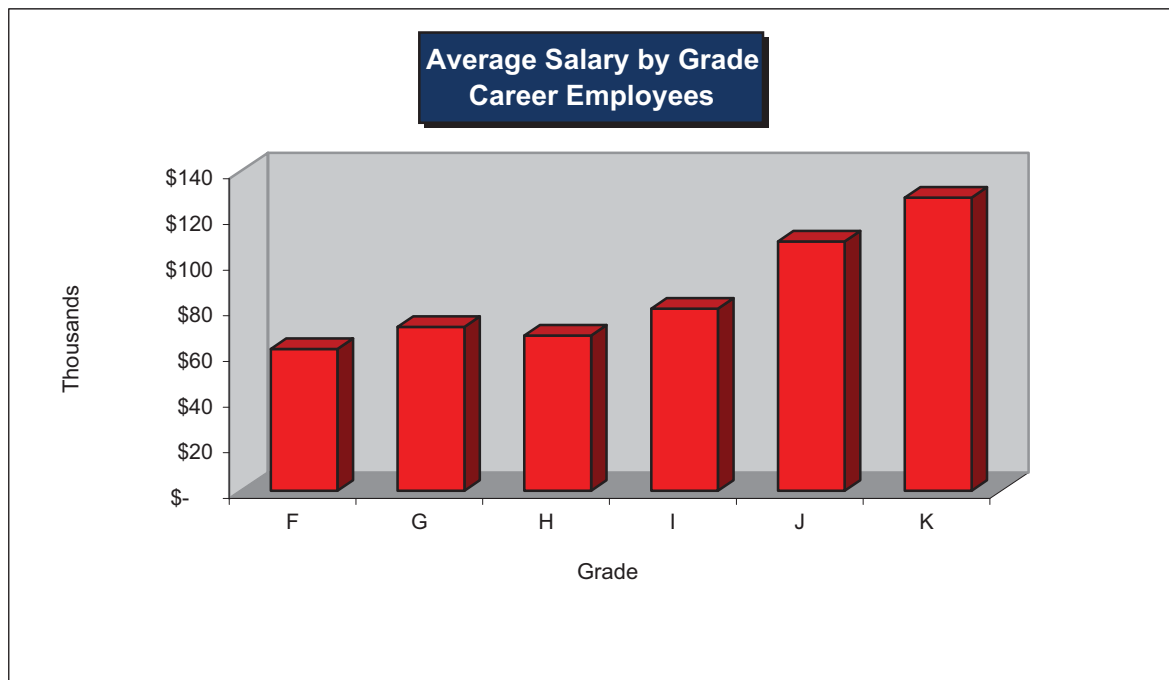
Total Prince George's County Commissioners' Office Full -Time Employees = 9
Average Salary: \$81,101

Average Annual Salary for Career Employees by Grade Prince George's County Commissioners' Office

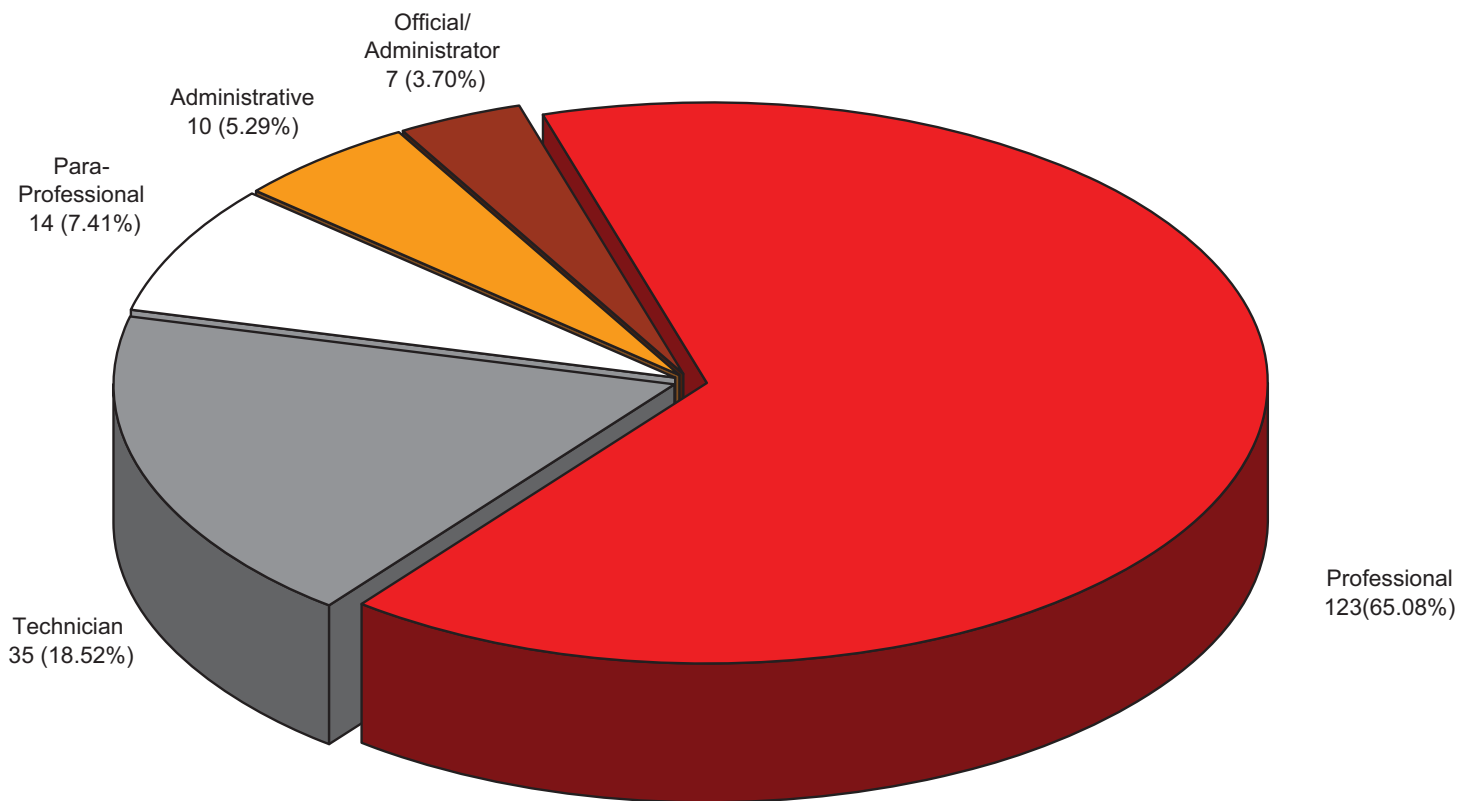
Grade	Salary
C06	\$ 63,001
F	\$ 62,081
G	\$ 71,750
H	\$ 67,952
I	\$ 79,788
J	\$ 109,200
K	\$ 128,399

Average Departmental Salary : \$81,101

Average Commission Salary : \$64,766

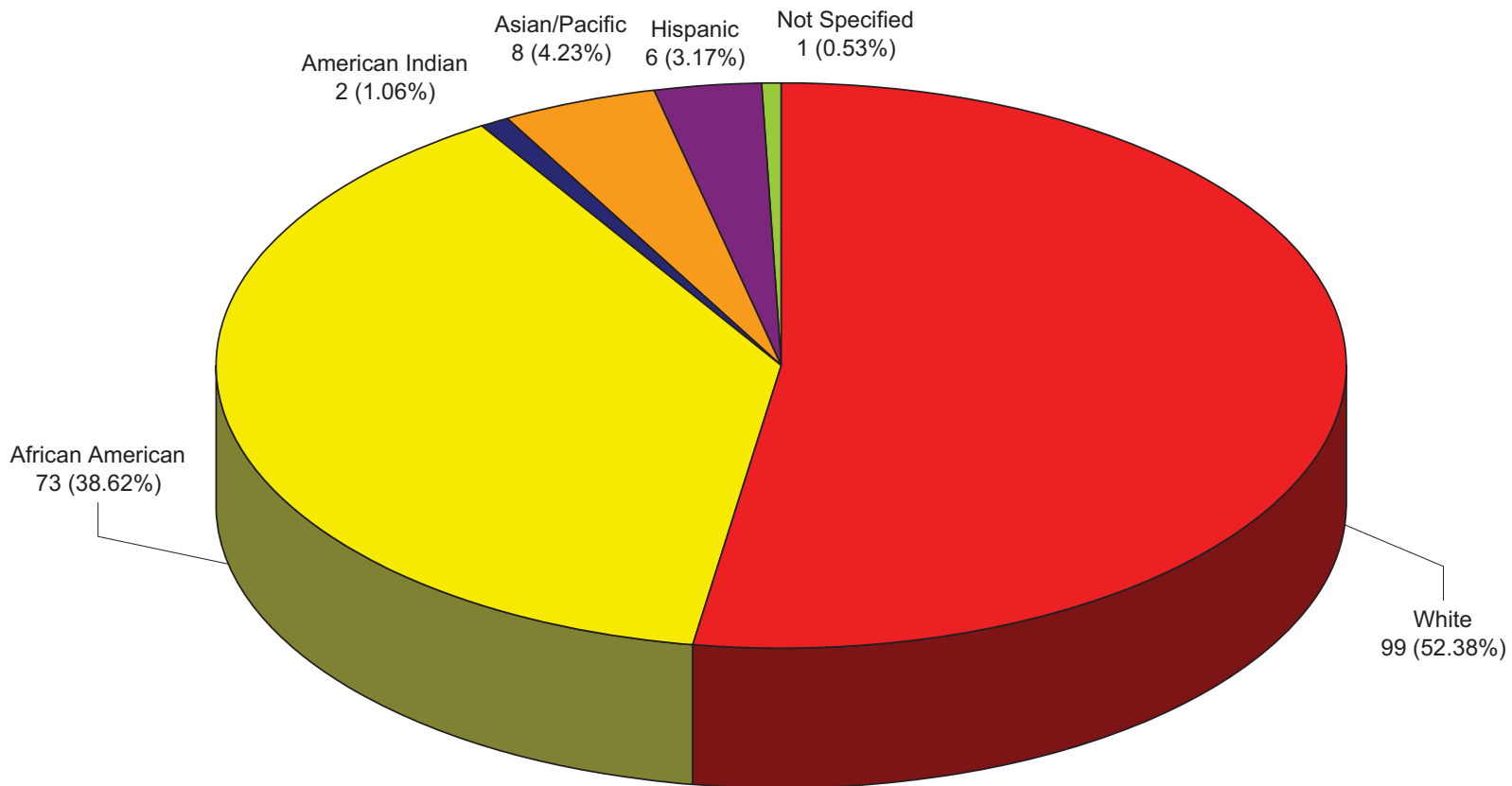


Employees by Employment Category Prince George's County Department of Planning



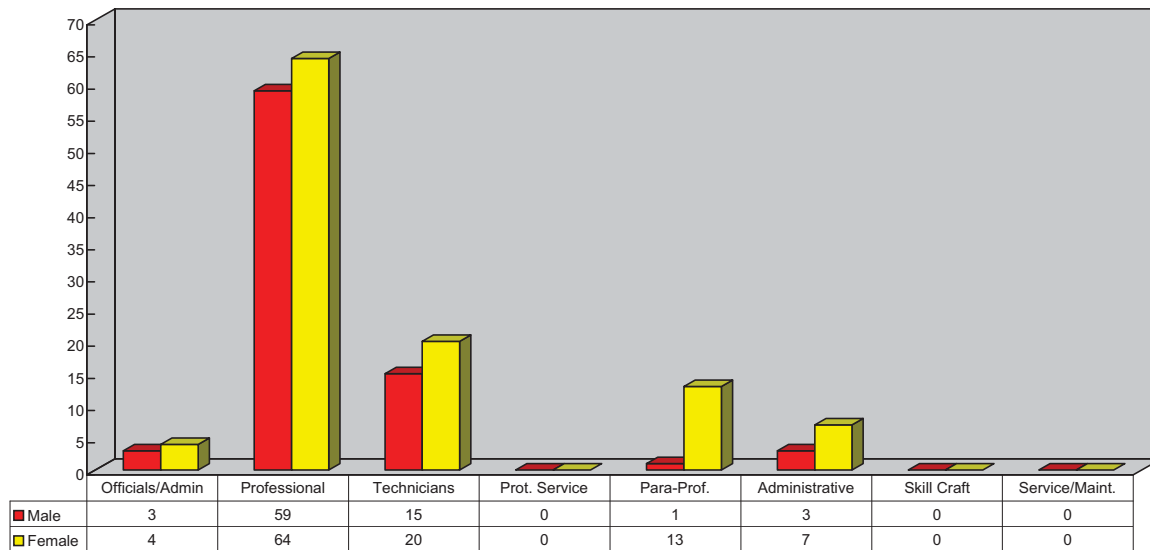
Total Prince George's County Department of Planning Employees = 189

Race/Ethnicity Career Employees Prince George's County Department of Planning



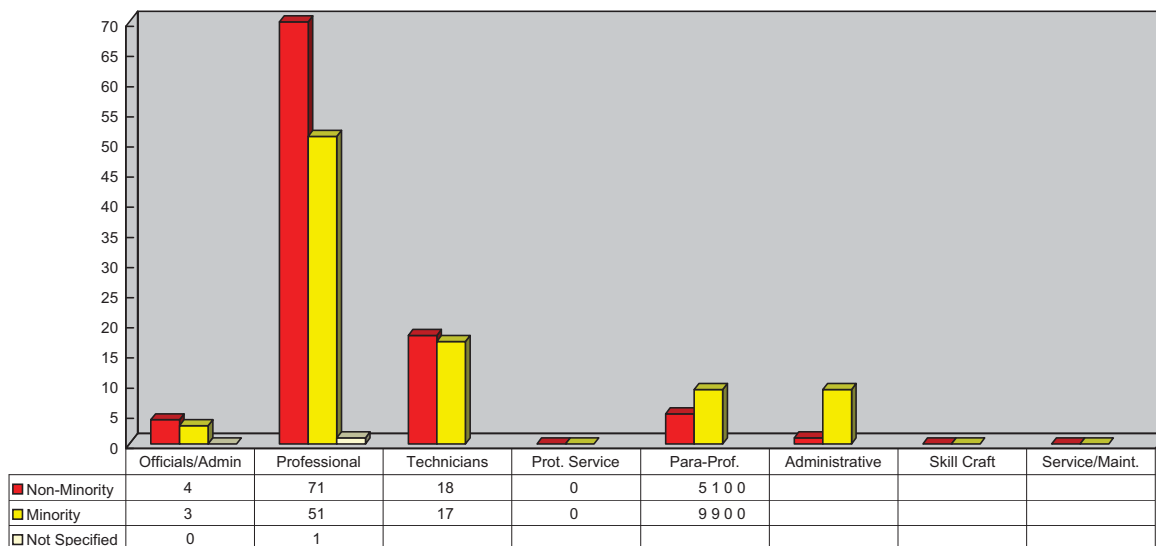
Total Prince George's County Department of Planning Employees = 189

Distribution by Employment Category and Gender Prince George's County Department of Planning



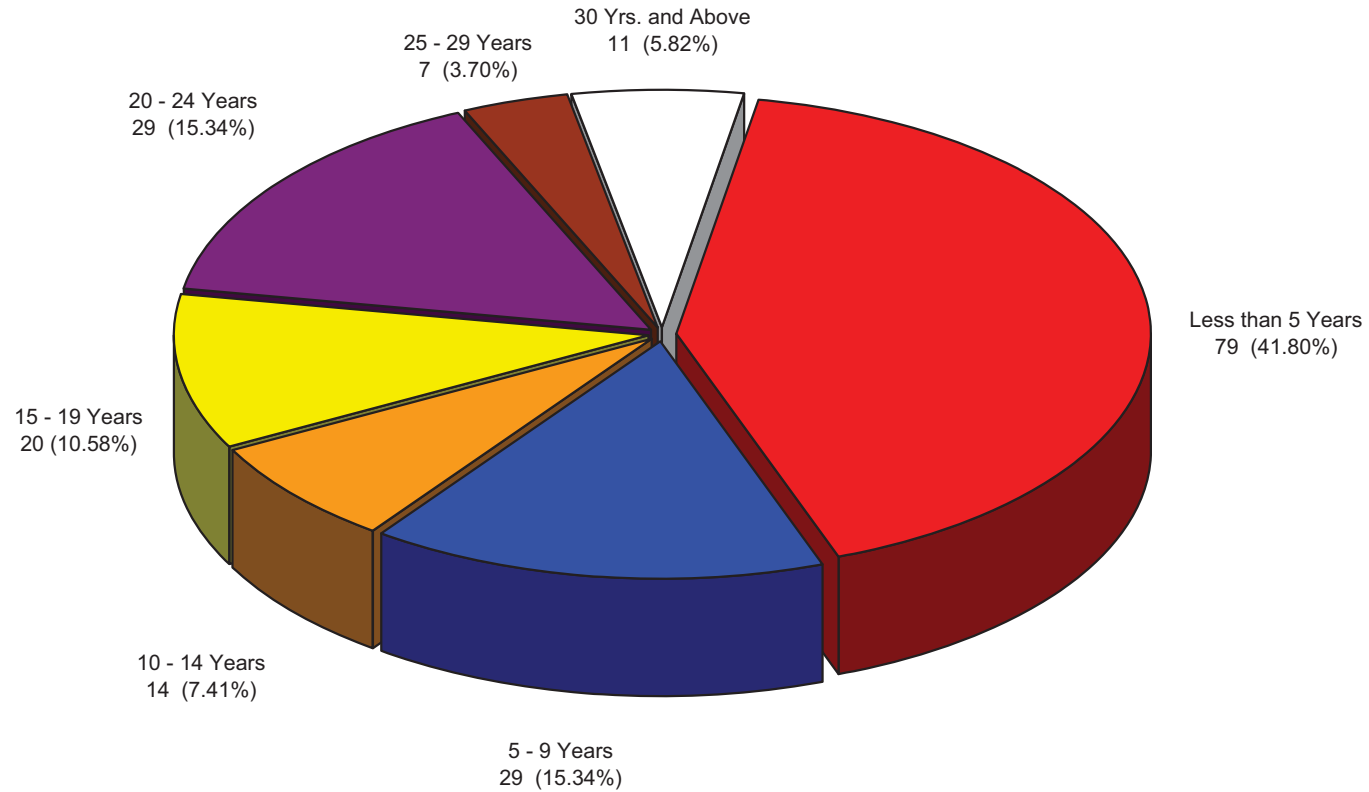
Total Prince George's County Department of Planning Employees = 189

Distribution by Employment Category and Race/Ethnicity Prince George's County Department of Planning



Total Prince George's County Department of Planning Employees = 189

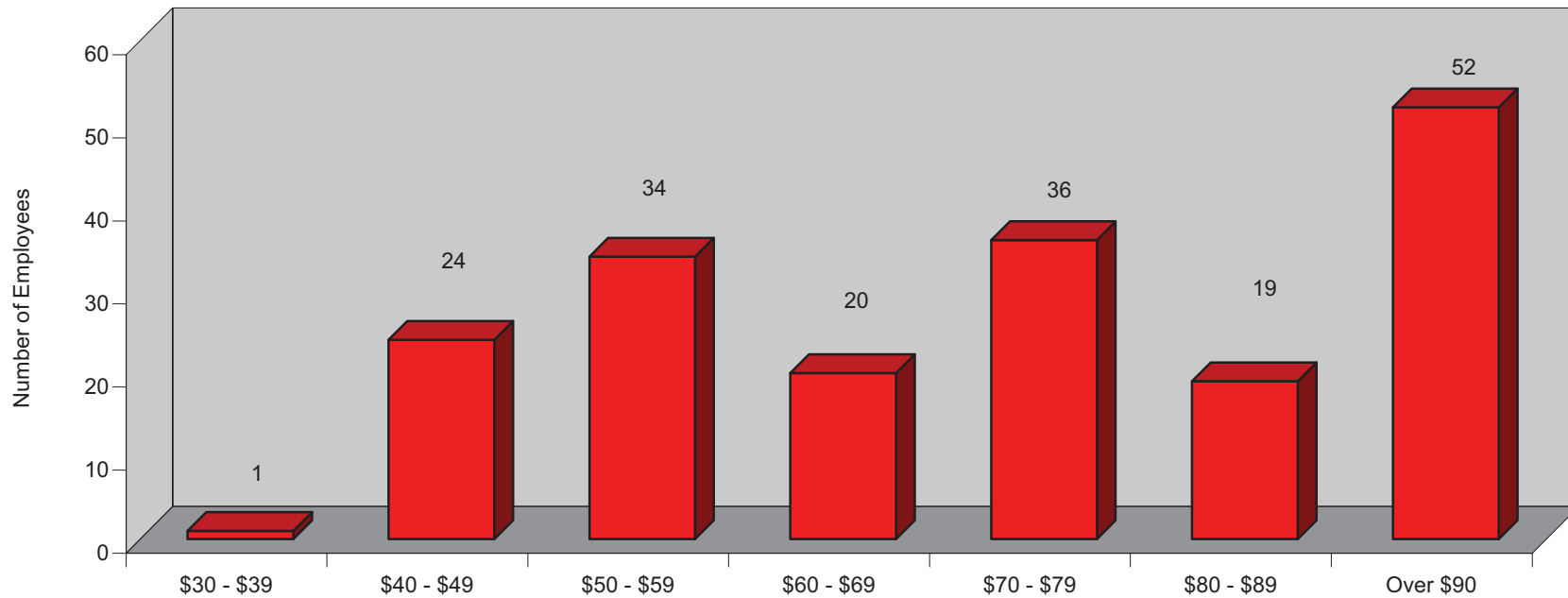
Average Length of Service Career Employees Prince George's County Department of Planning



Total Prince George's County Planning Employees - 189

Salary Range Career Full-Time Employees Prince George's County Department of Planning

Salary in Thousands



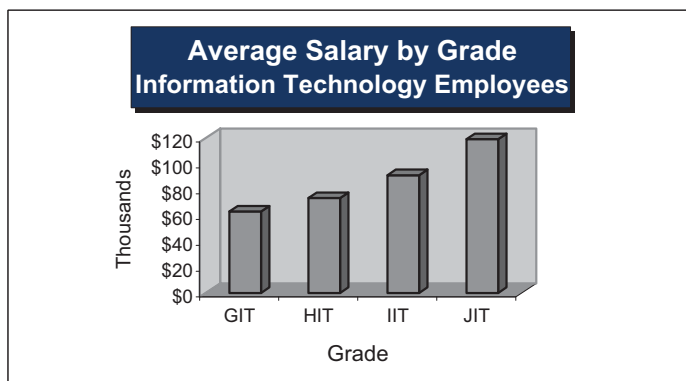
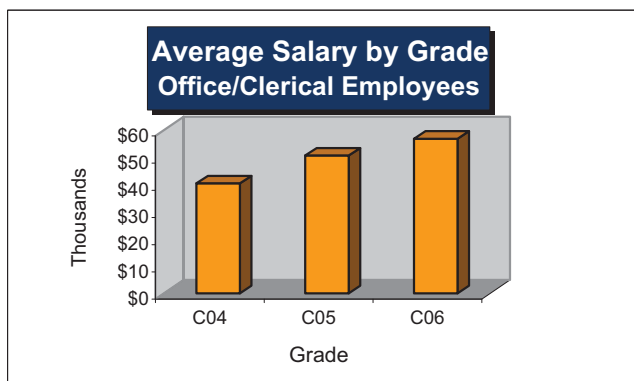
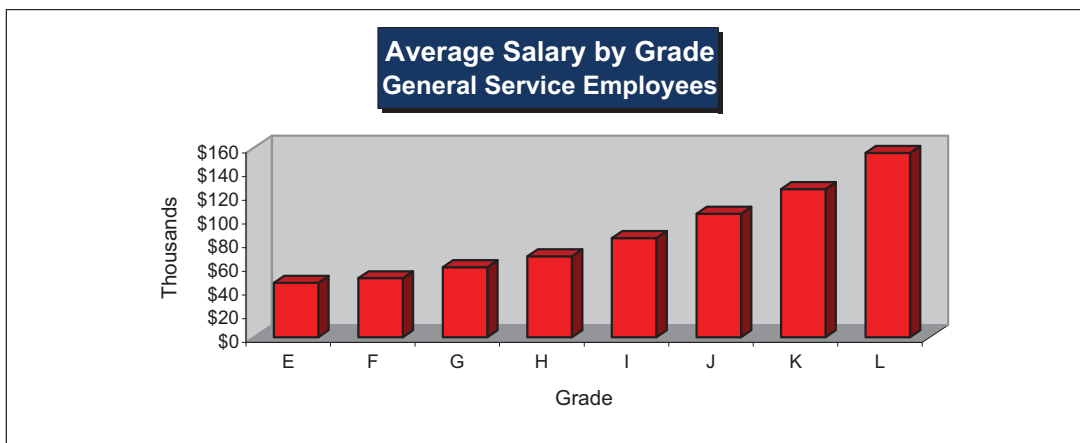
Total Planning Department Full-Time Employees = 186
Average Salary : \$74,992

Average Annual Salary for Career Employees by Grade Prince George's County Department of Planning

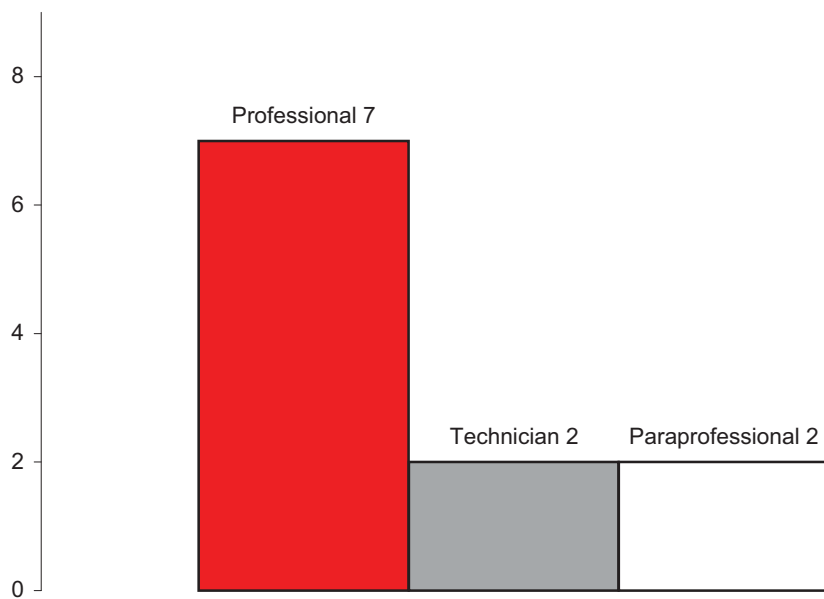
Grade	Salary	Grade	Salary	Grade	Salary
E	\$45,963	C04	\$40,420	GIT	\$63,063
F	\$49,833	C05	\$50,651	HIT	\$73,502
G	\$59,177	C06	\$56,798	IIT	\$91,247
H	\$68,301			JIT	\$119,028
I	\$83,802				
J	\$104,269				
K	\$125,211				
L	\$155,743				

Average Departmental Salary: \$74,992

Average Commission Salary: \$64,766

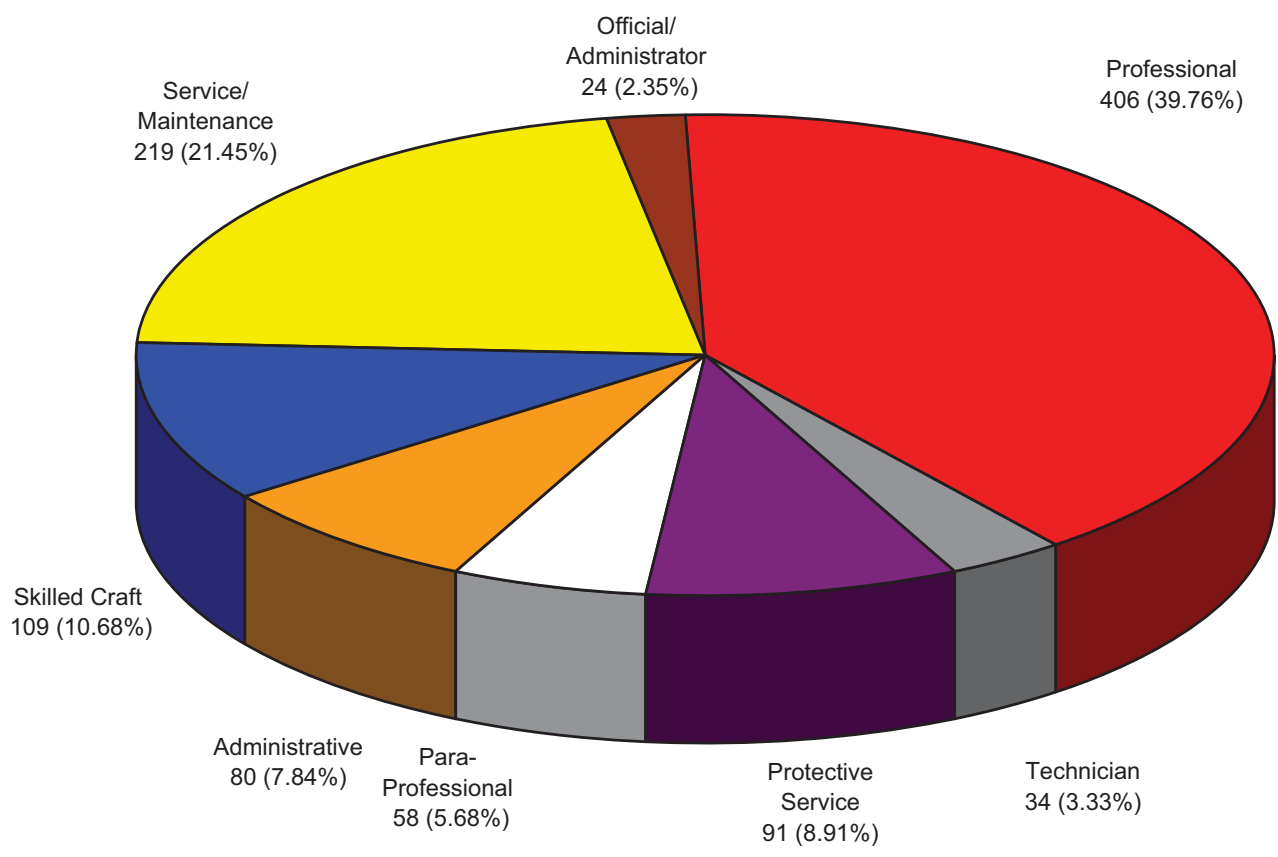


Employee Turnover by Employment Category Prince George's County Department of Planning



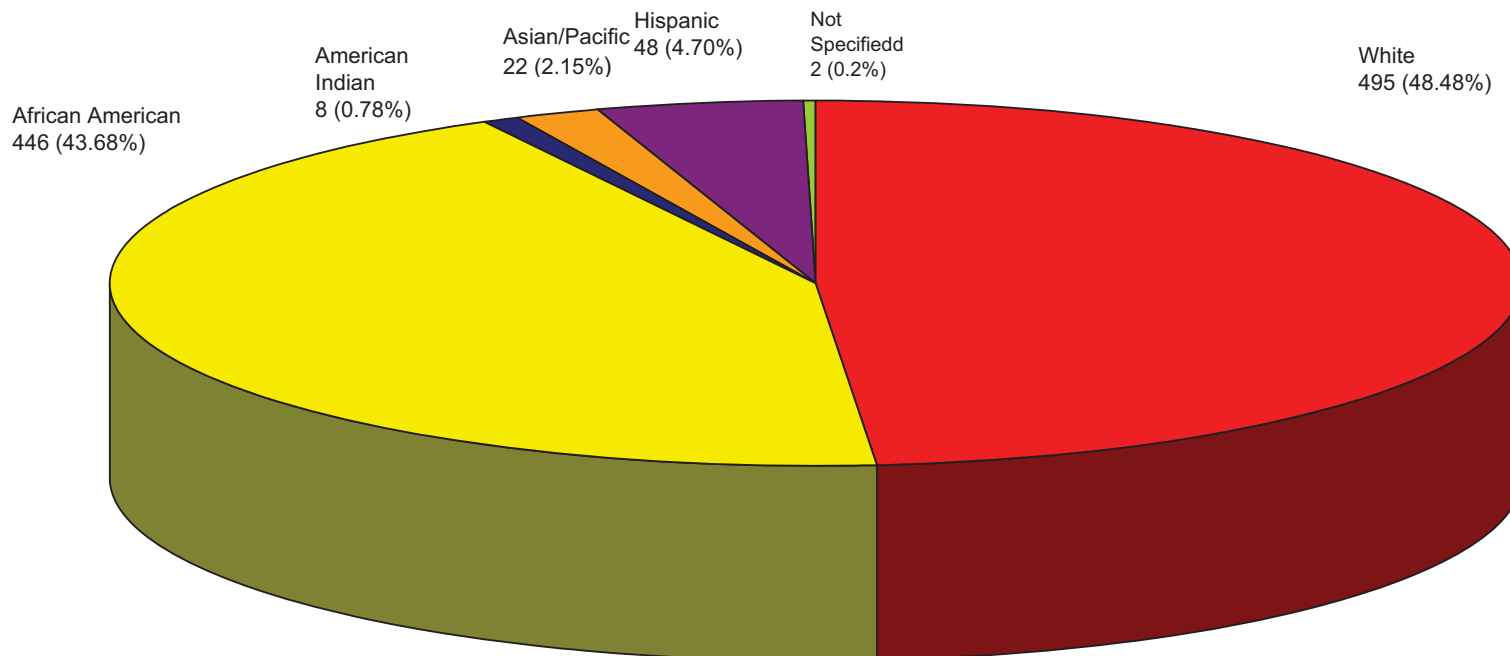
Prince George's County Department of Planning Turnover = 11 or 5.8%
 Prince George's County Department of Planning Employees = 189
 Commission-Wide Turnover = 156

Employees by Employment Category Prince George's Department of Parks and Recreation



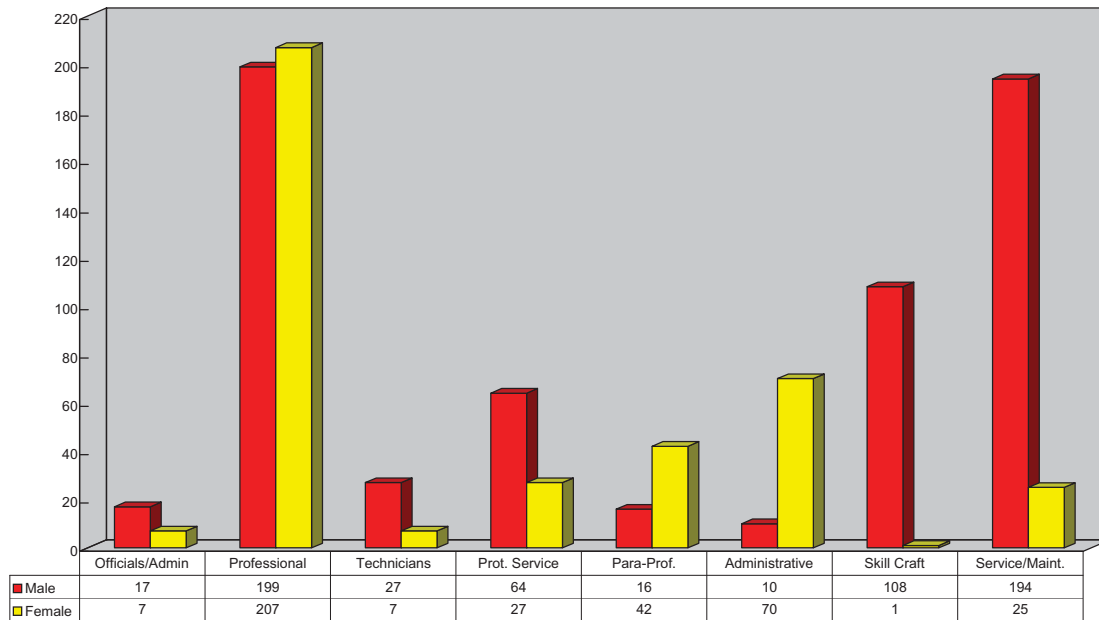
Total Prince George's County Department of Parks and Recreation Employees =1,021

**Race/Ethnicity
Career Employees
Prince George's County Department of Parks and Recreation**



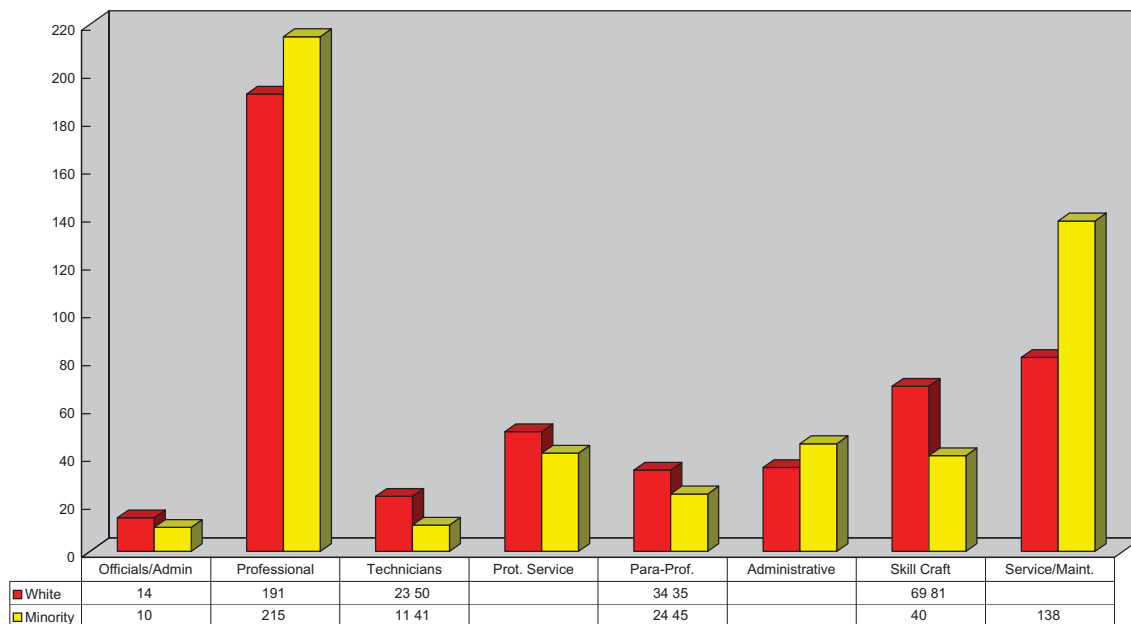
Total Prince George's County Department of Parks and Recreation Employees = 1,021

**Distribution by Employment Category and Gender
Prince George's County Department of Parks and Recreation**



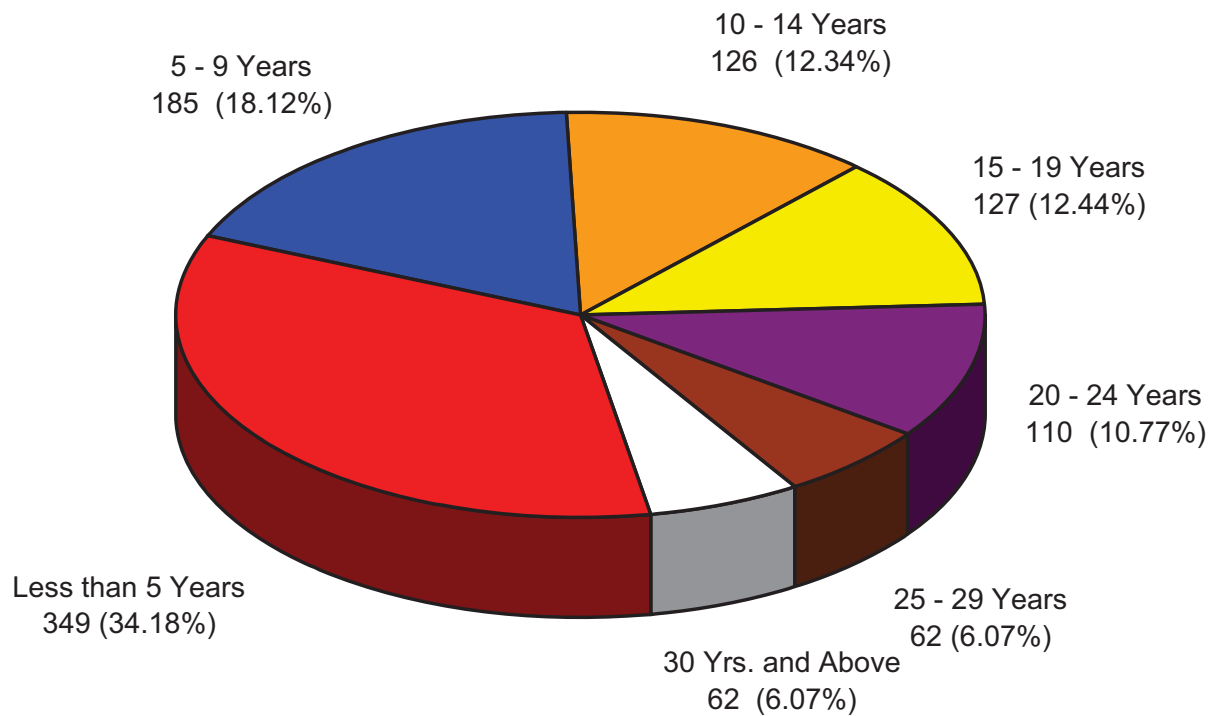
Total Employees Prince George's County Department of Parks and Recreation = 1,021

**Distribution by Employment Category and Race/Ethnicity
Prince George's County Department of Parks and Recreation**



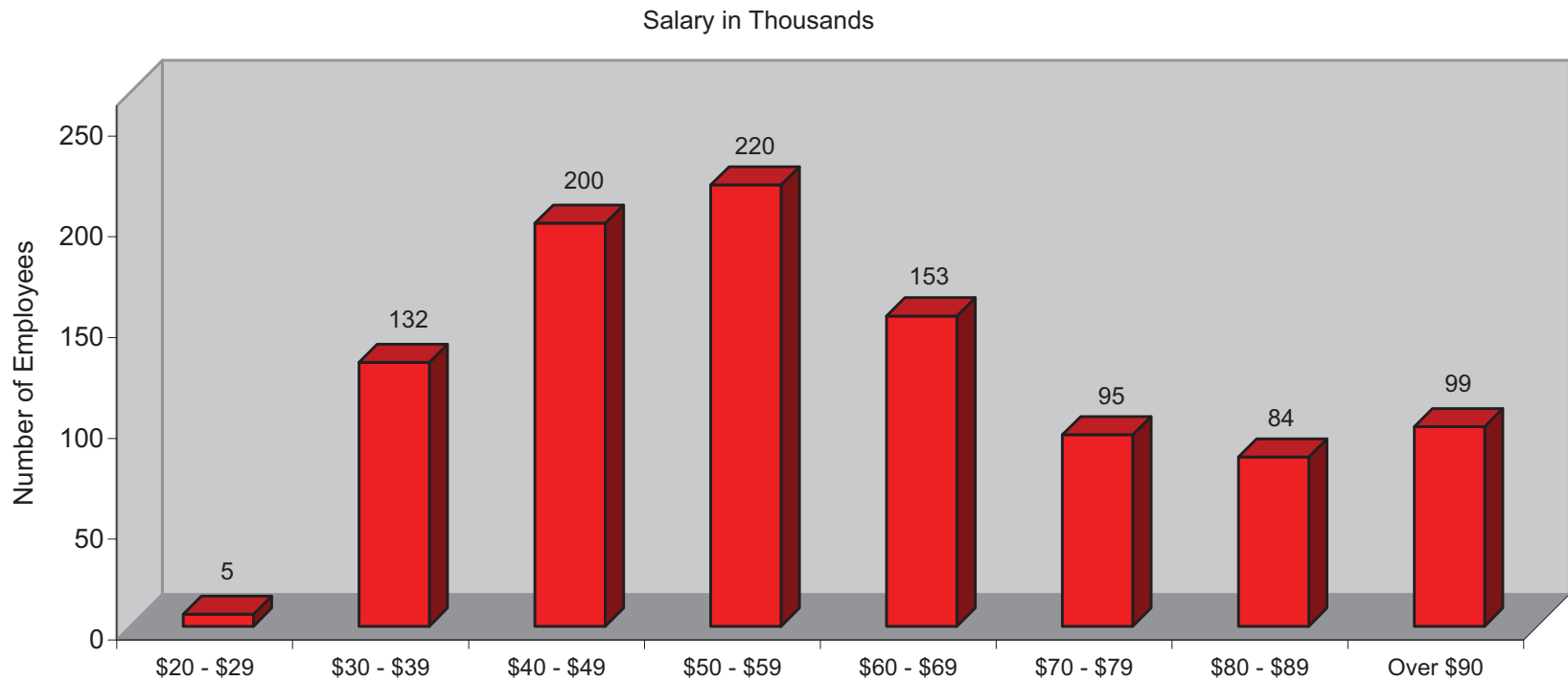
Total Employees Prince George's County Department of Parks and Recreation = 1,021

Average Length of Service Career Employees Prince George's County Parks and Recreation



Total Prince George's County Parks and Recreation Employees = 1,021

**Salary Range
Career Full-Time Employees
Prince George's County Department of Parks and Recreation**



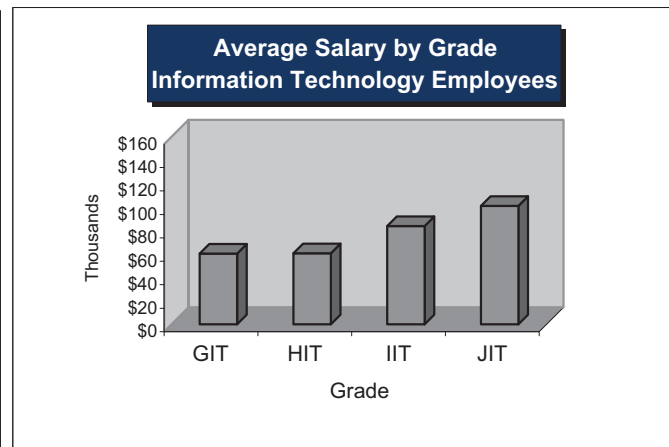
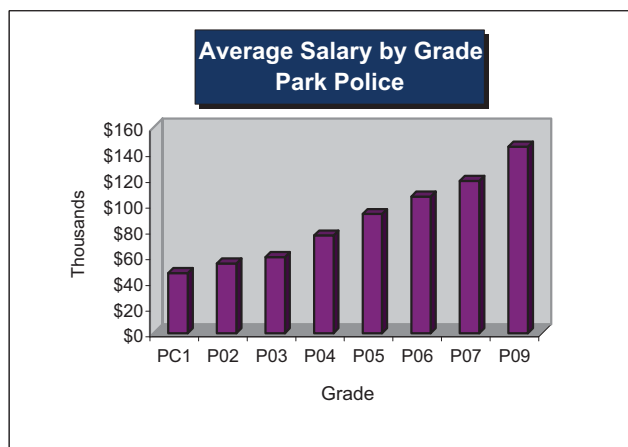
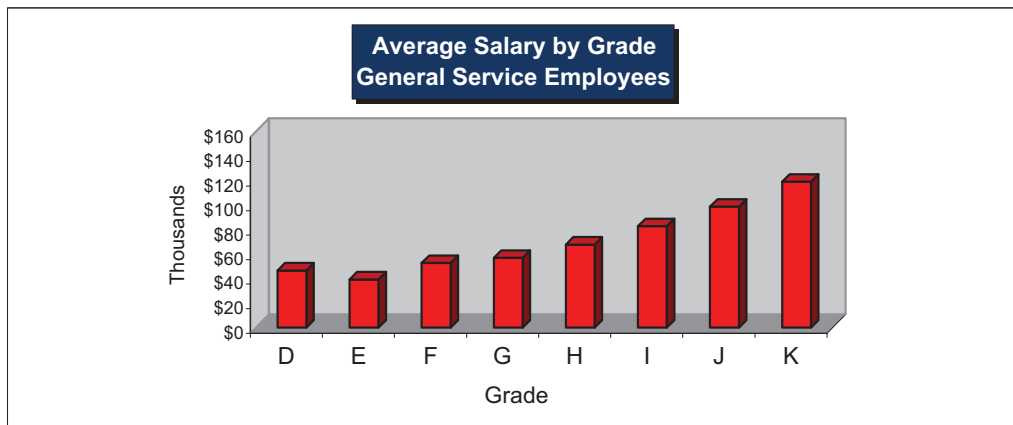
Total Full-Time Employees = 988
Average Salary: \$60,725

Average Annual Salary for Career Employees by Grade Prince George's County Department of Parks and Recreation

Grade	Salary	Grade	Salary	Grade	Salary
PC1	\$46,671	D	\$46,575	GIT	\$60,431
P02	\$54,174	E	\$39,245	HIT	\$60,541
P03	\$59,094	F	\$52,783	IIT	\$83,881
P04	\$75,895	G	\$56,969	JIT	\$100,936
P05	\$92,546	H	\$67,773		
P06	\$106,119	I	\$82,746		
P07	\$118,190	J	\$98,716		
P09	\$144,838	K	\$119,012		

Average Departmental Salary: \$60,725

Average Commission Salary: \$64,766

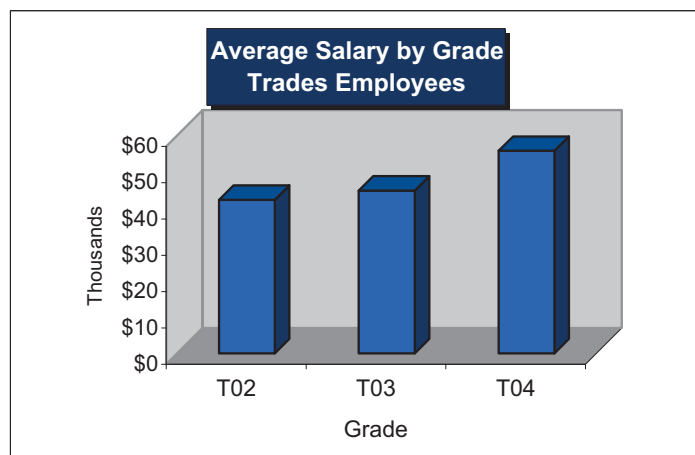
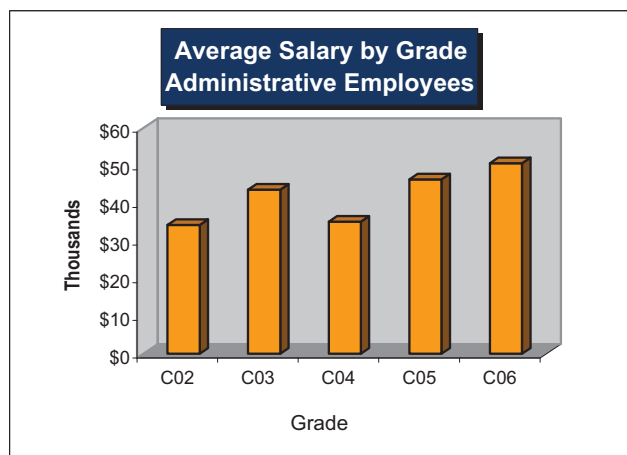
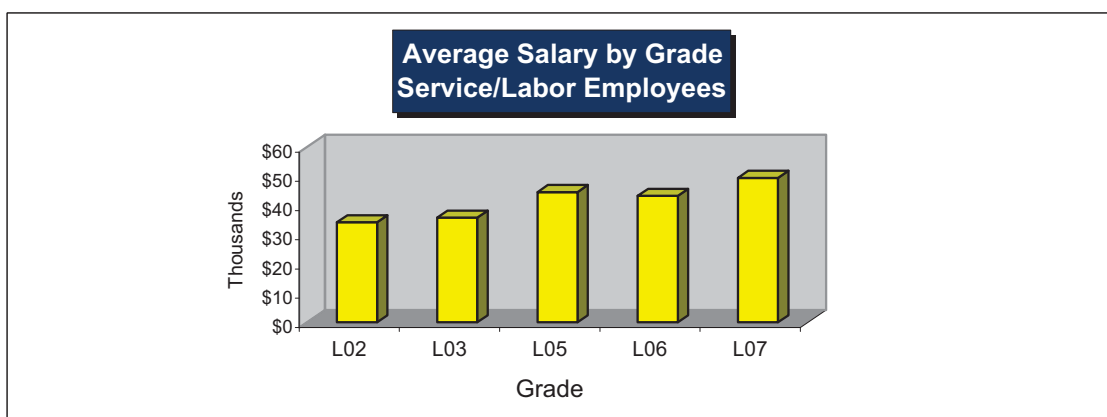


Average Annual Salary for Career Employees by Grade Prince George's County Department of Parks and Recreation

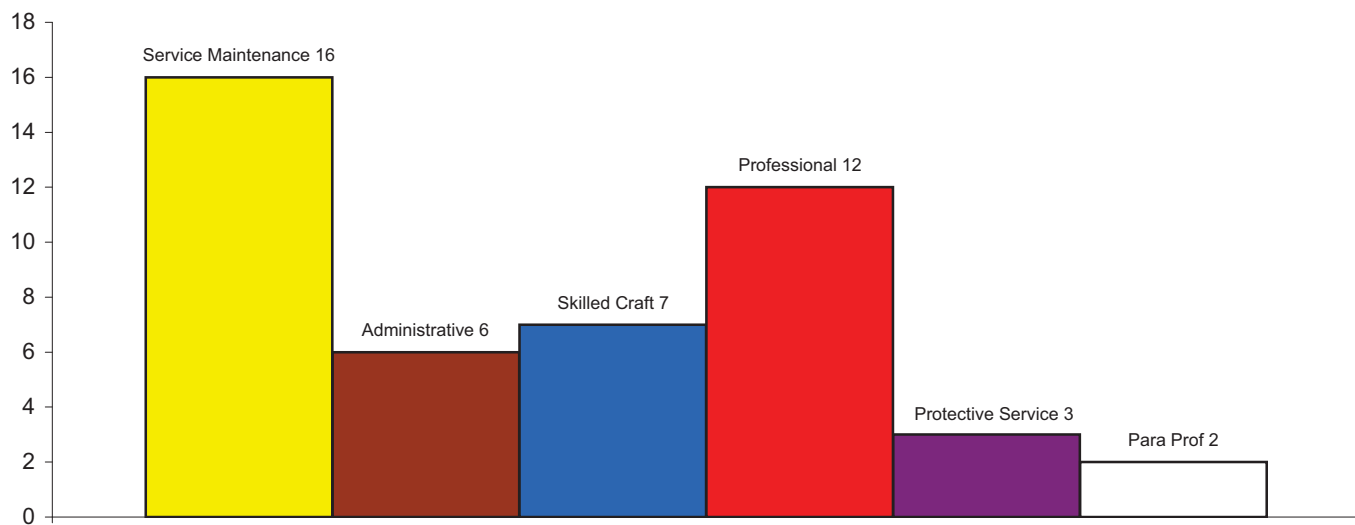
Grade	Salary	Grade	Salary	Grade	Salary
C02	\$34,290	L02	\$34,228	T02	\$42,246
C03	\$43,667	L03	\$35,849	T03	\$44,817
C04	\$35,149	L05	\$44,574	T04	\$55,750
C05	\$46,375	L06	\$43,307		
C06	\$50,662	L07	\$49,429		

Average Departmental Salary: \$60,725

Average Commission Salary: \$64,766

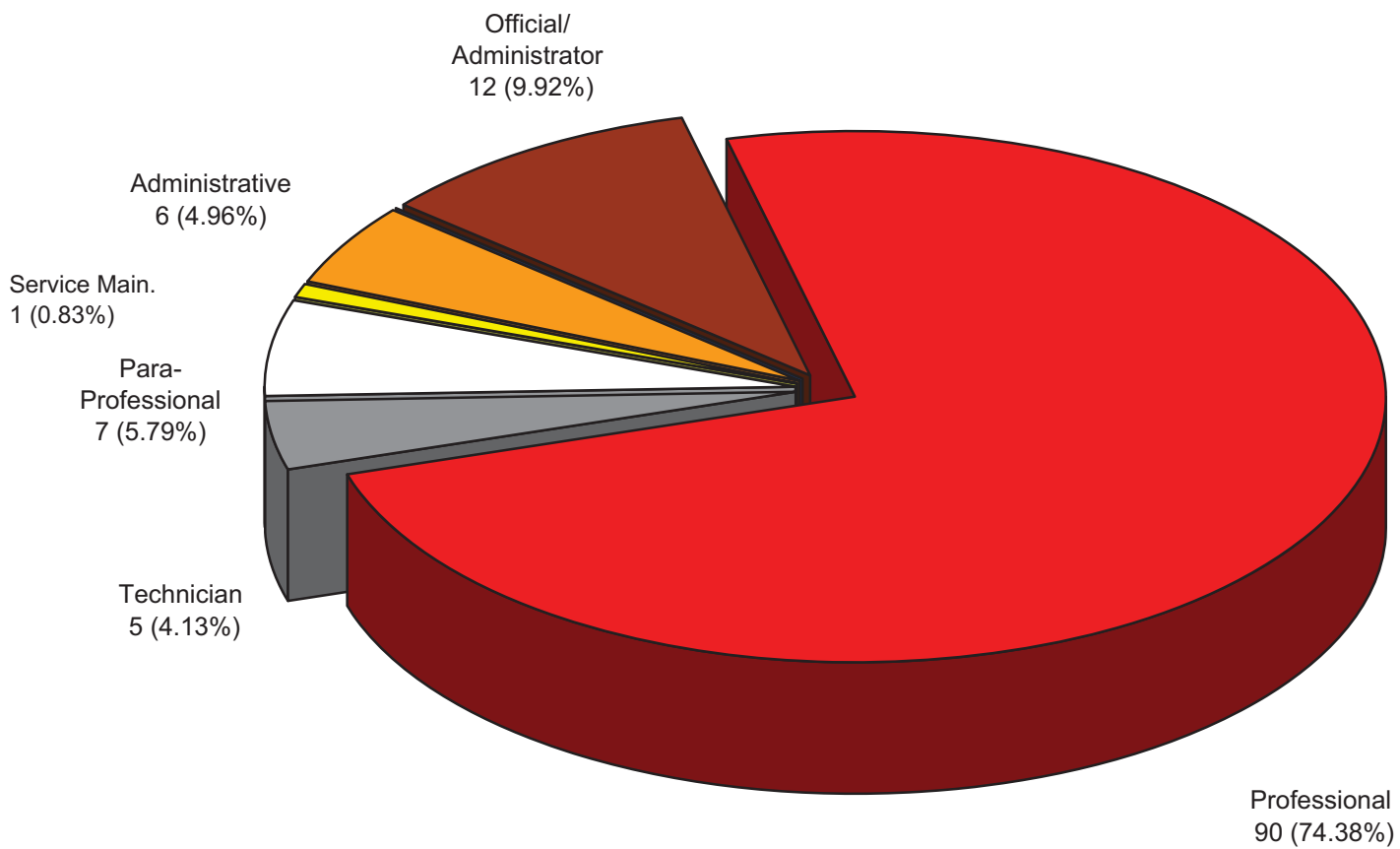


Employee Turnover by Employment Category Prince George's County Department of Parks and Recreation



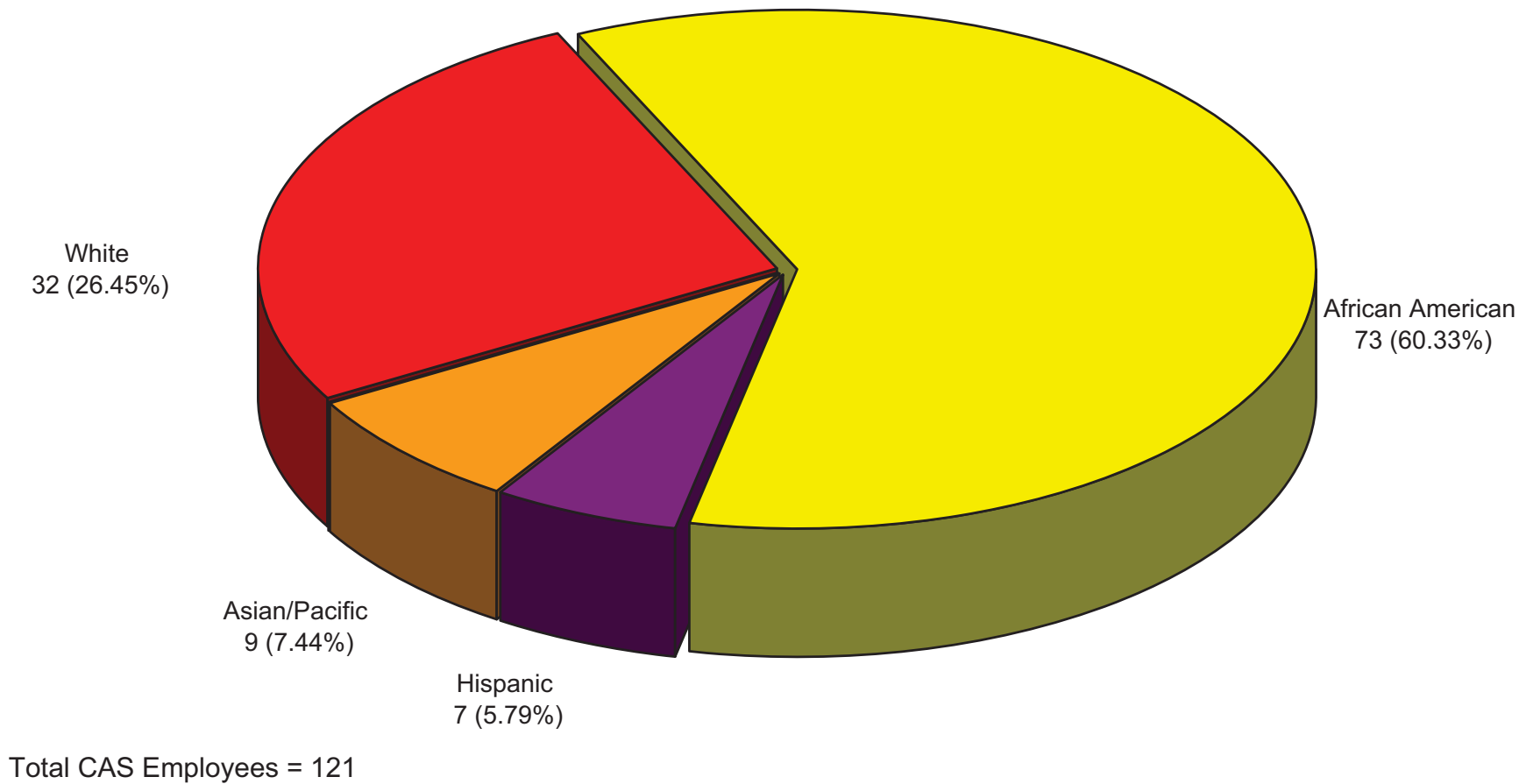
Prince George's County Department of Parks and Recreation Turnover = 46 or 4.5%
Prince George's County Department of Parks and Recreation Employees = 1,021
Commission-Wide Turnover = 156

Employees by Employment Category Central Administrative Services

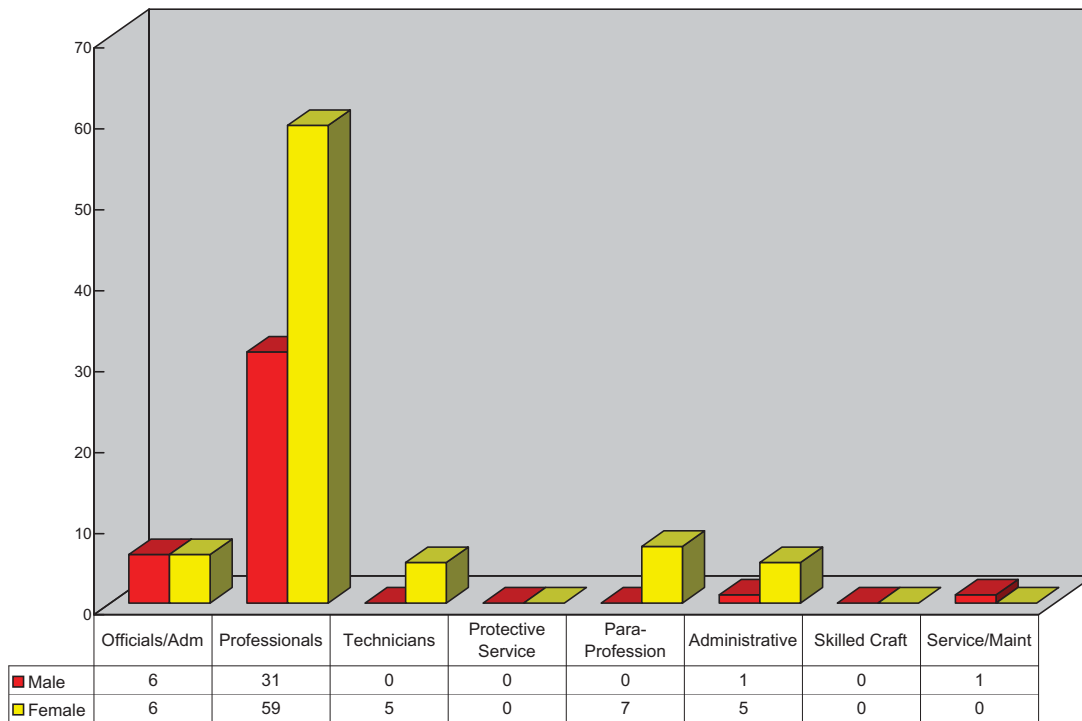


Total Central Administrative Services Employees = 121

**Race/Ethnicity
Career Employees
Central Administrative Services**

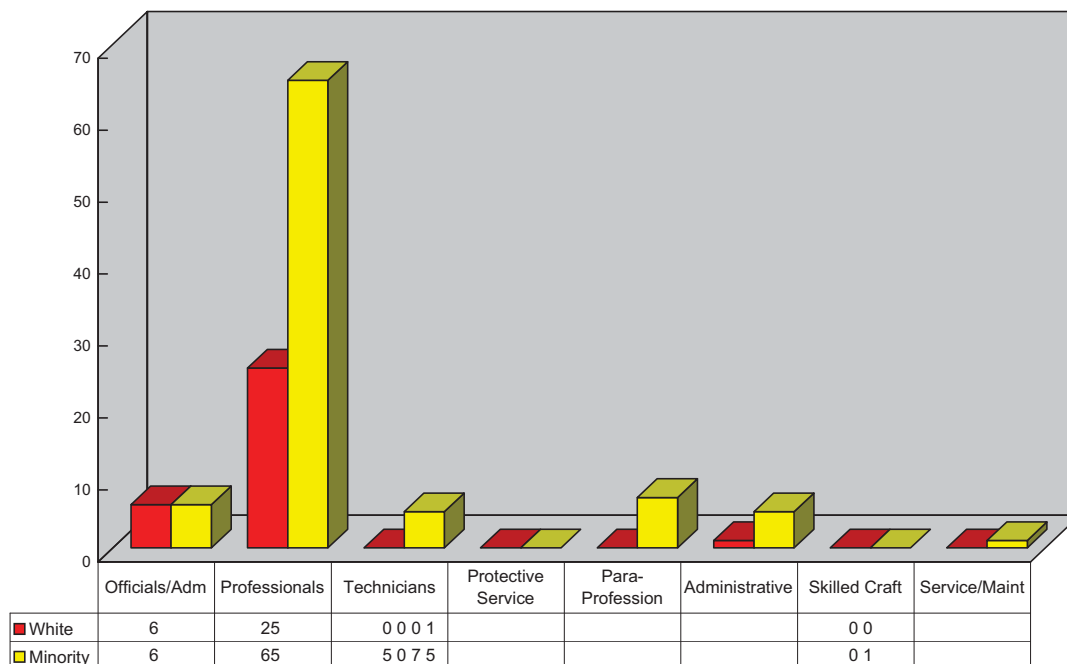


Distribution by Employment Category and Gender Central Administrative Services



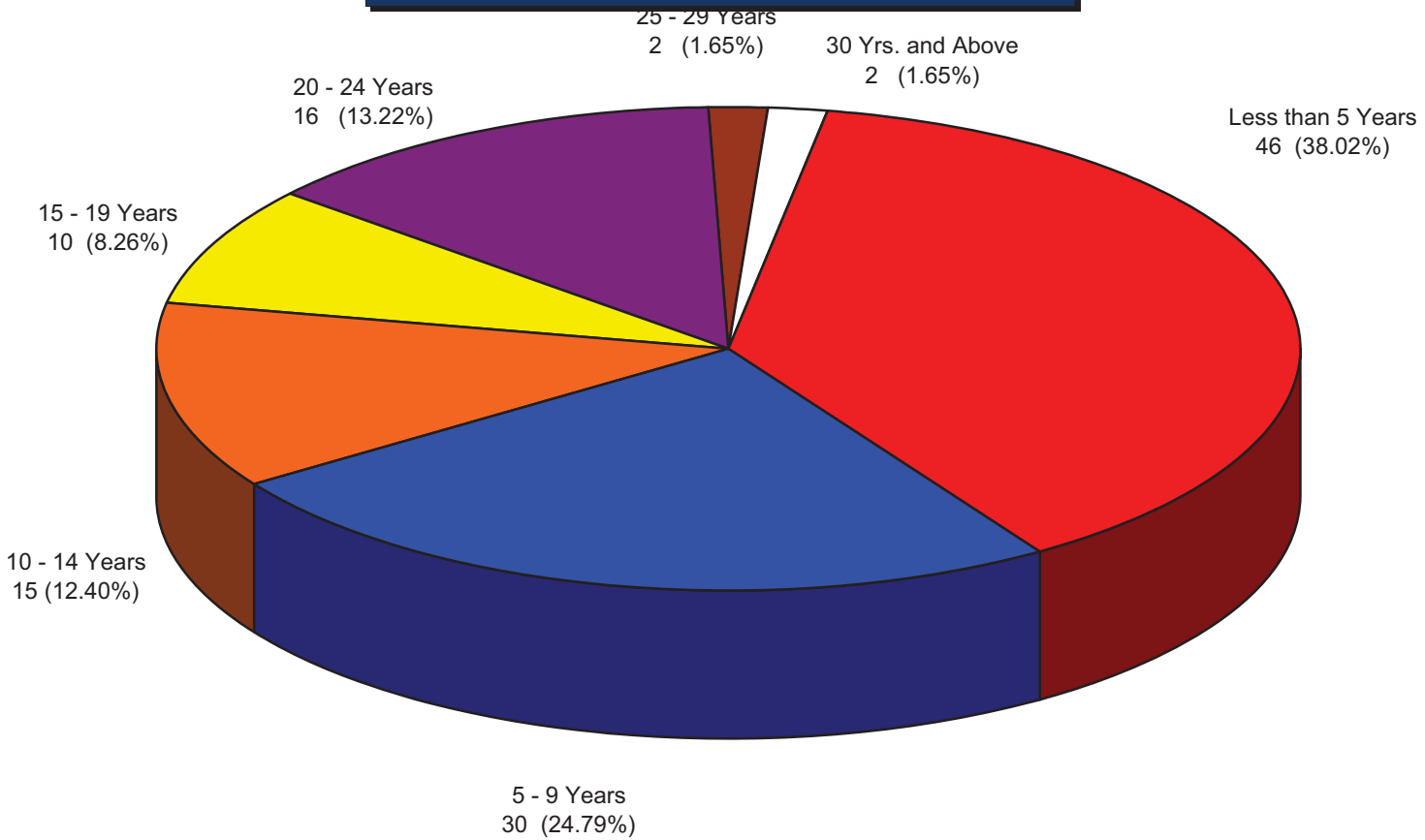
Total CAS Employees = 121

Distribution by Employment Category and Race/Ethnicity Central Administrative Services



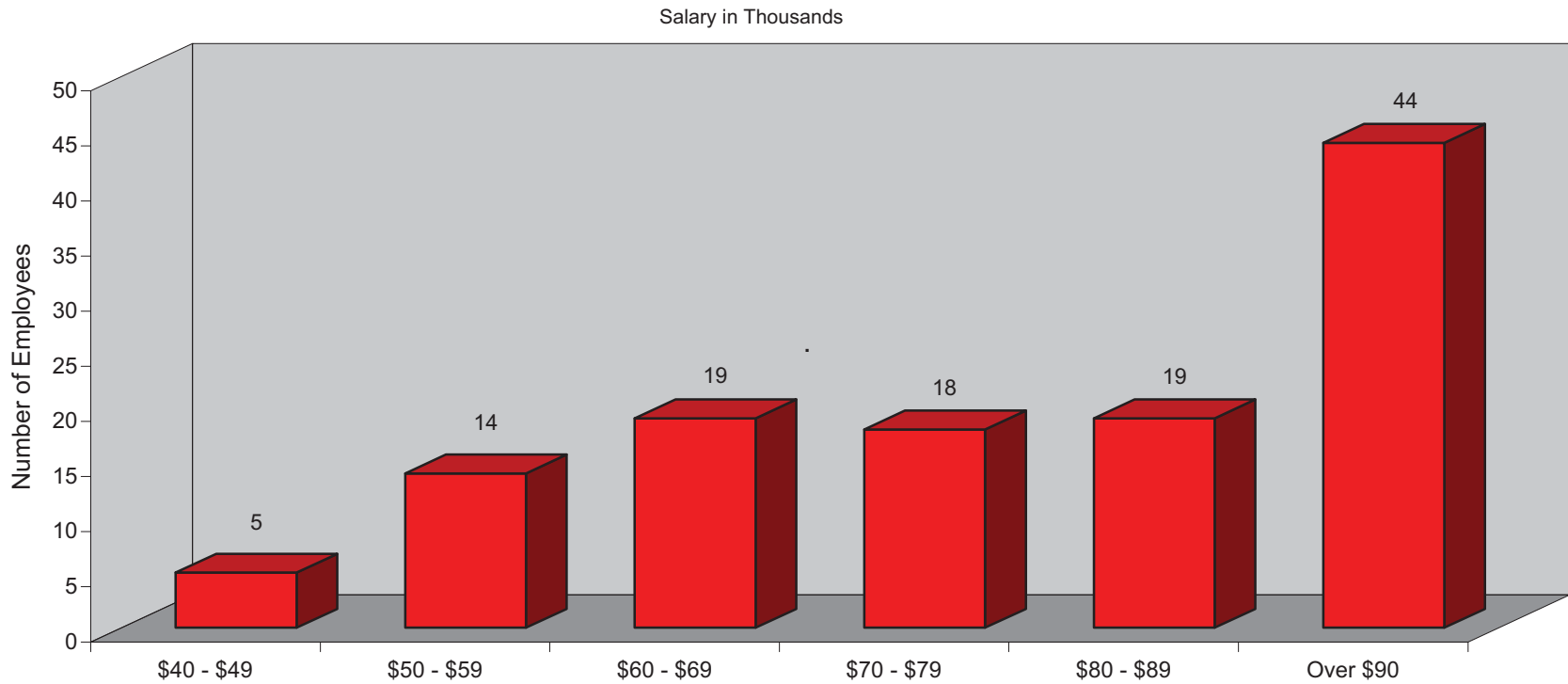
Total CAS Employees = 121

Average Length of Service Career Employees Central Administrative Services



Total CAS Employees -121

Salary Range Career Full-Time Employees Central Administrative Services



Total CAS Full-Time Employees = 119
Average Salary: \$82,855

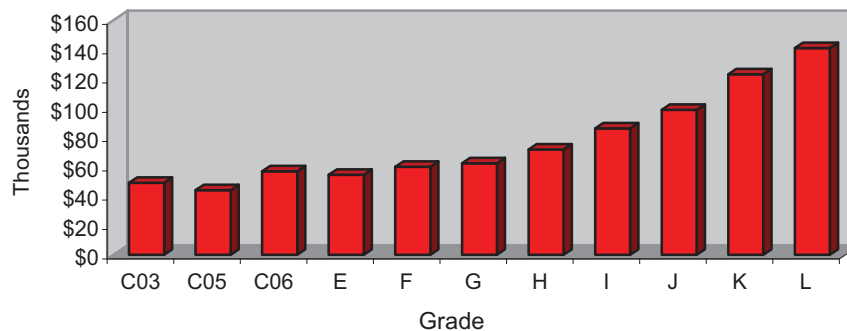
Average Annual Salary for Career Employees by Grade Central Administrative Services

Grade	Salary	Grade	Salary
C03	\$49,053	HIT	\$74,736
C05	\$44,097	IIT	\$81,193
C06	\$57,009	JIT	\$110,124
E	\$54,559		
F	\$60,102		
G	\$62,466		
H	\$71,778		
I	\$86,147		
J	\$98,915		
K	\$123,143		
L	\$141,131		

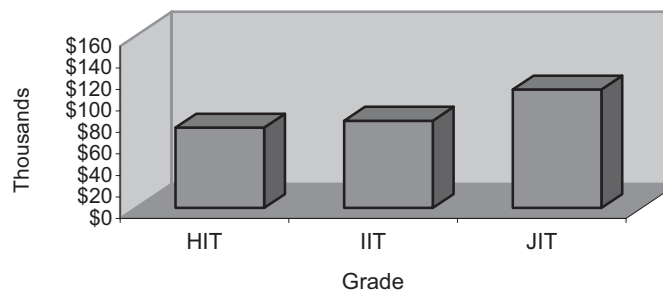
Average Departmental Salary: \$82,855

Average Commission Salary: \$ 64,766

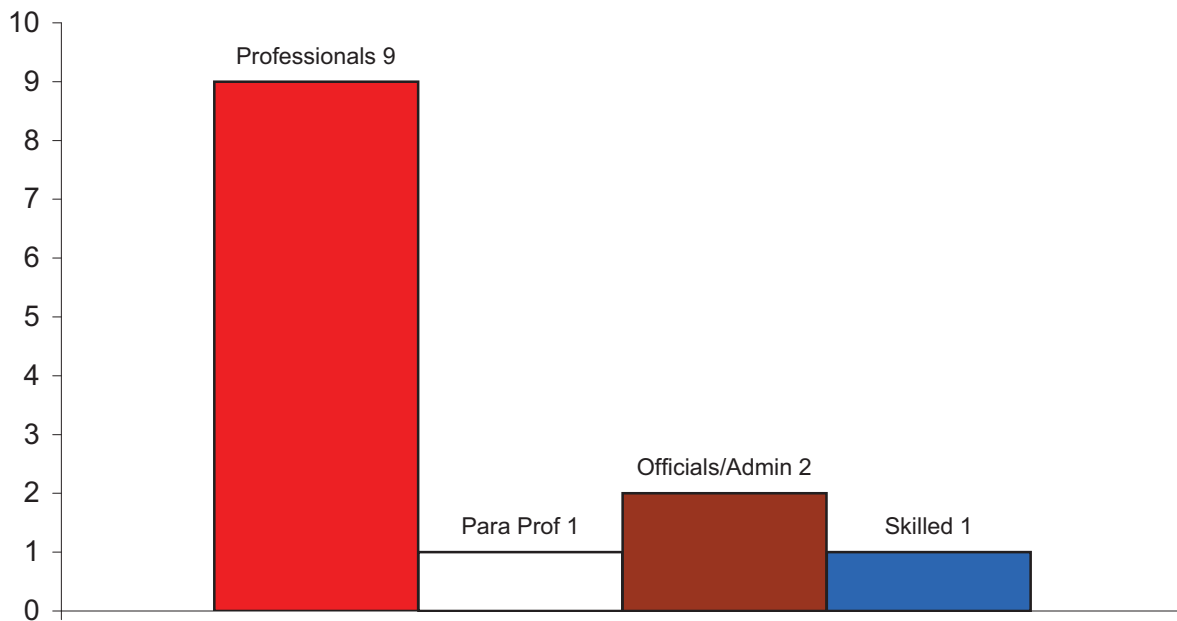
**Average Salary by Grade
General Service, Office/Clerical & Trades Employees**



**Average Salary by Grade
IT Employees**



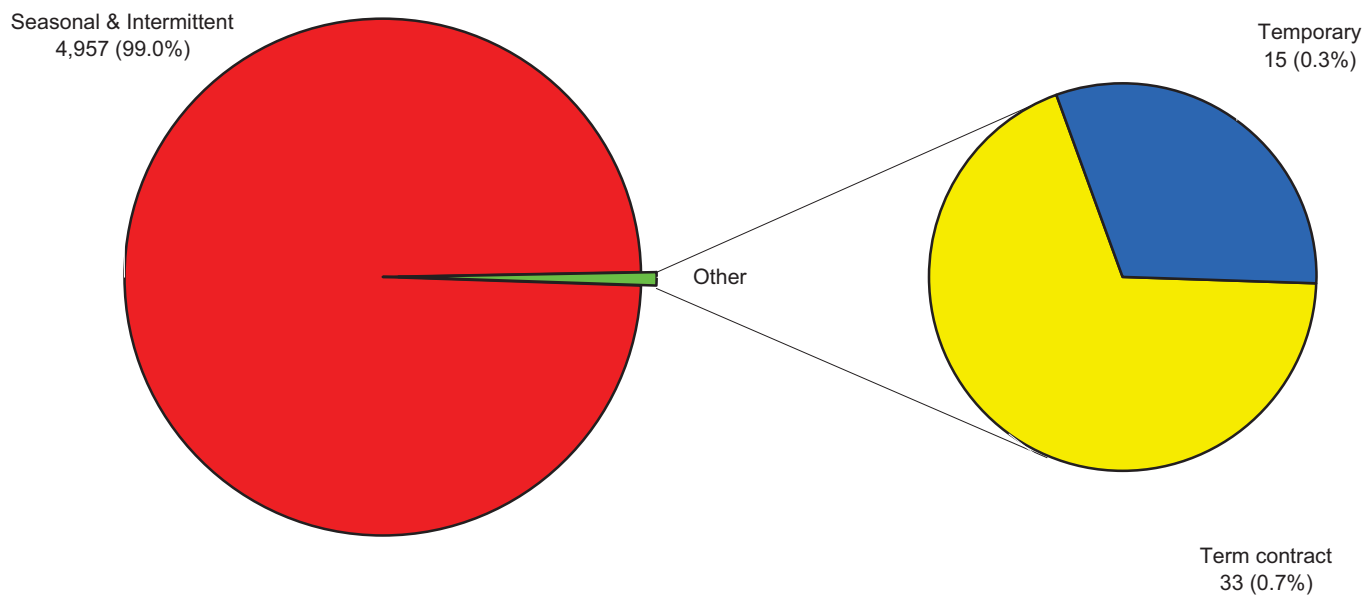
Employee Turnover by Employment Category Central Administrative Services



CAS Turnover = 13 or 10.8%
CAS Total Employees = 121
Commission-Wide Turnover = 156

M-NCPPC FY2010 PERSONNEL MANAGEMENT REVIEW

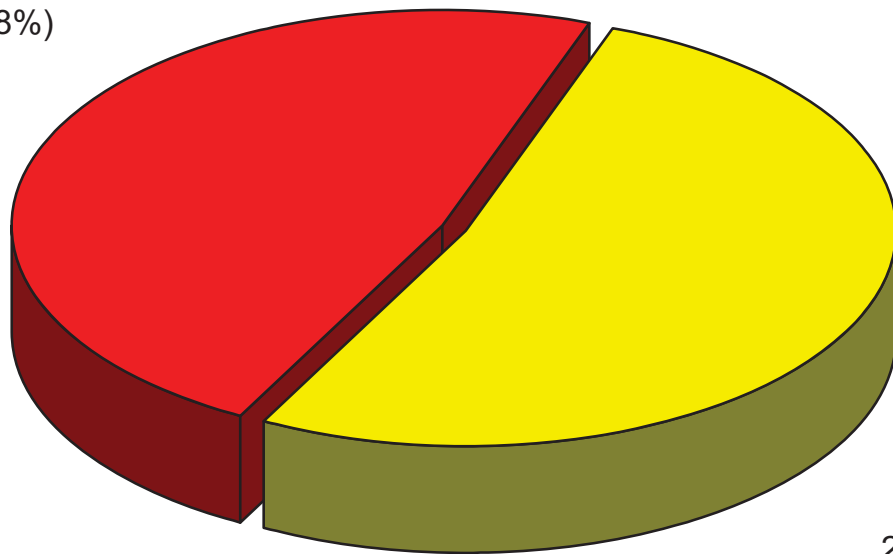
Non - Career Employees by Type



Total Non-Career Employees - 5,005

Non - Career Employees by Gender

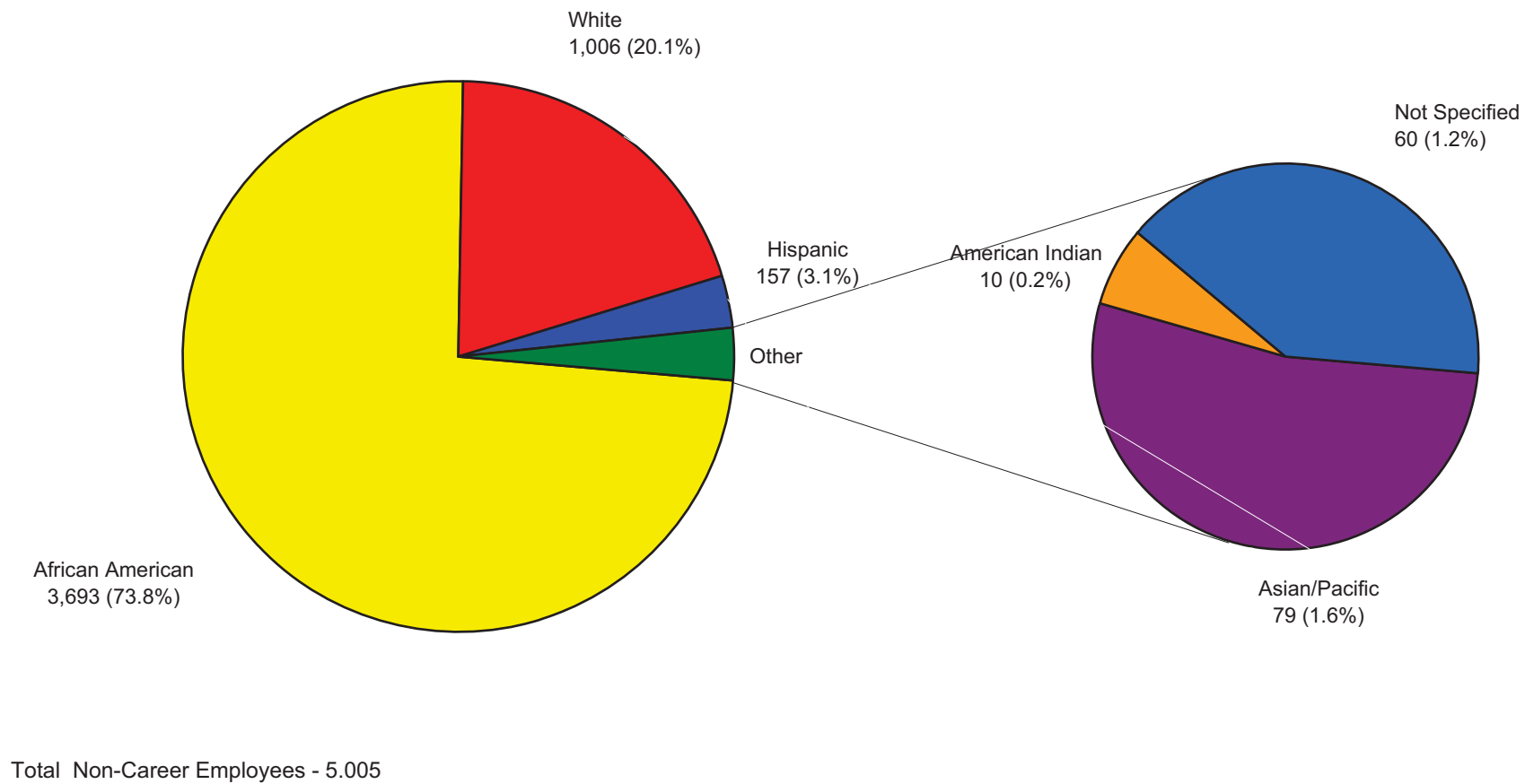
Male
2,390 (47.8%)



Female
2,615 (52.2%)

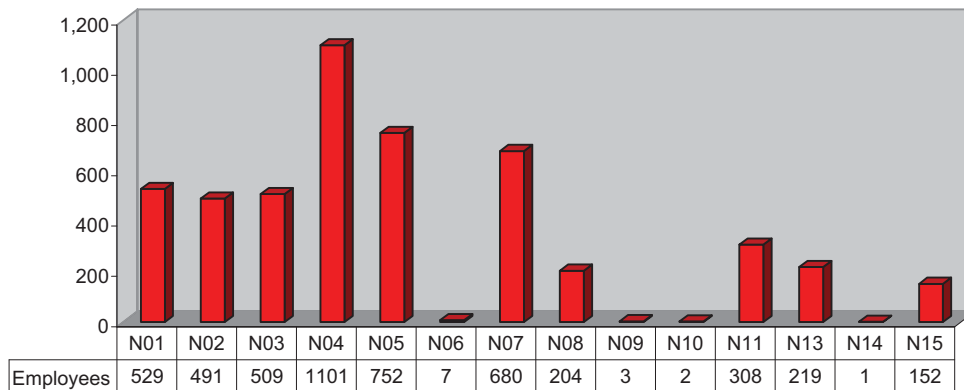
Note: Total Non-Career Employees - 5,005

Non-Career Employees by Race/Ethnicity

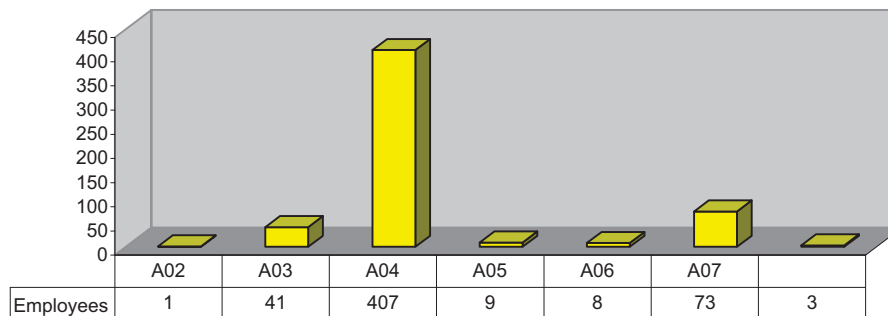


Non-Career Employees Distribution by Grade by Pay Schedule Assignment

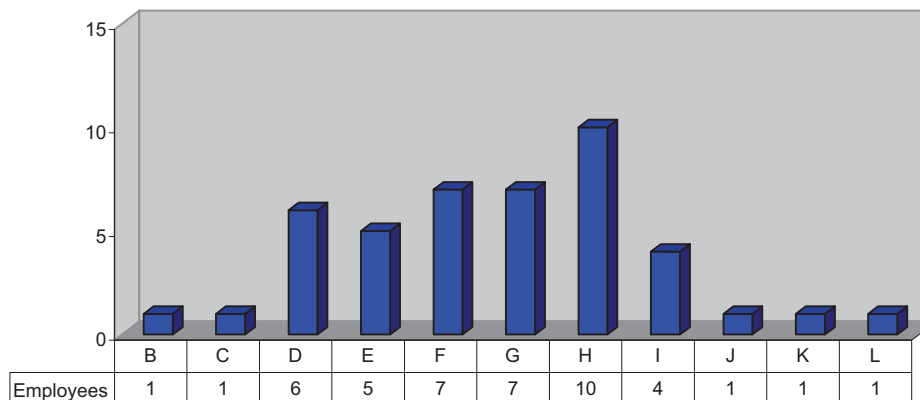
**Distribution by Grade
Intermittent Pay Schedule**



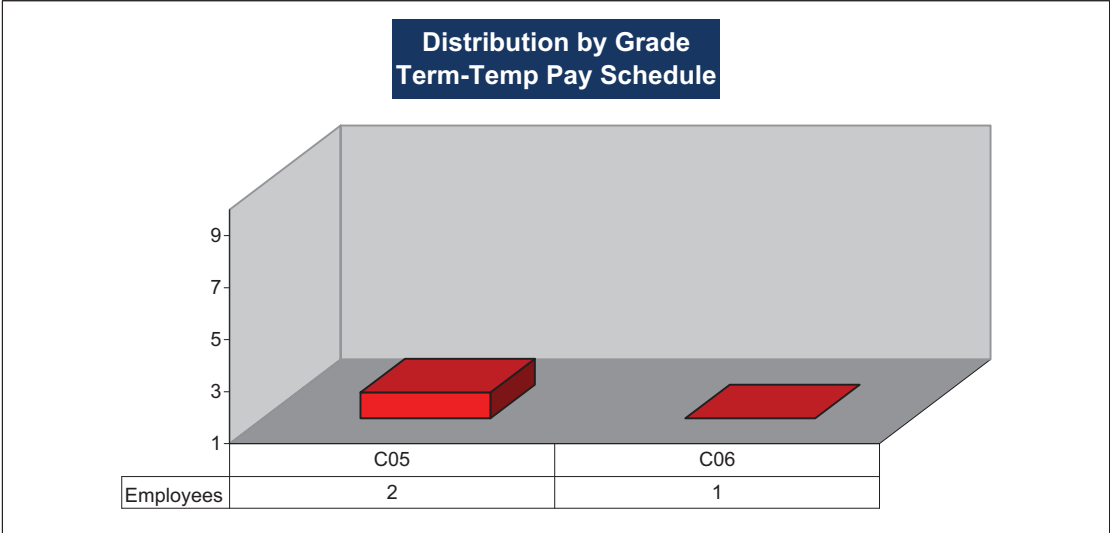
**Distribution by Grade
Aquatics Pay Schedule**



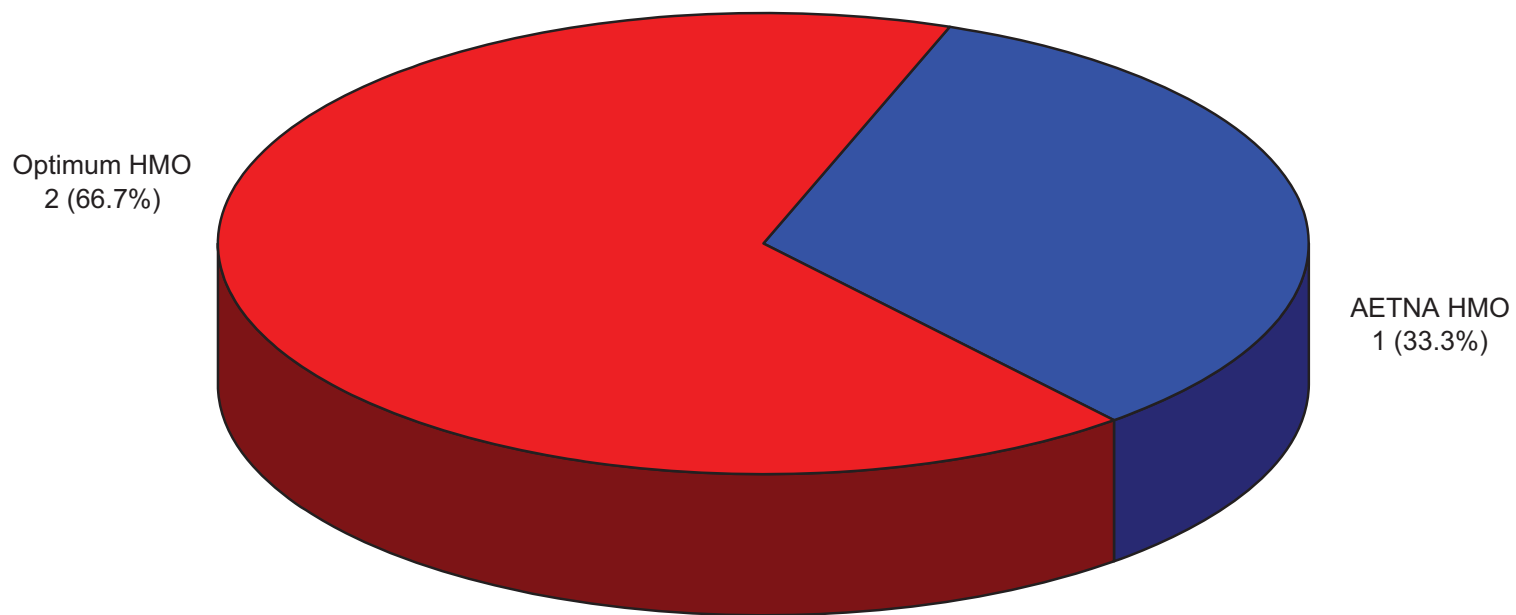
**Distribution by Grade
General Service Pay Schedule**



**Non-Career Employee Distribution by Grade
by Pay Schedule Assignment**

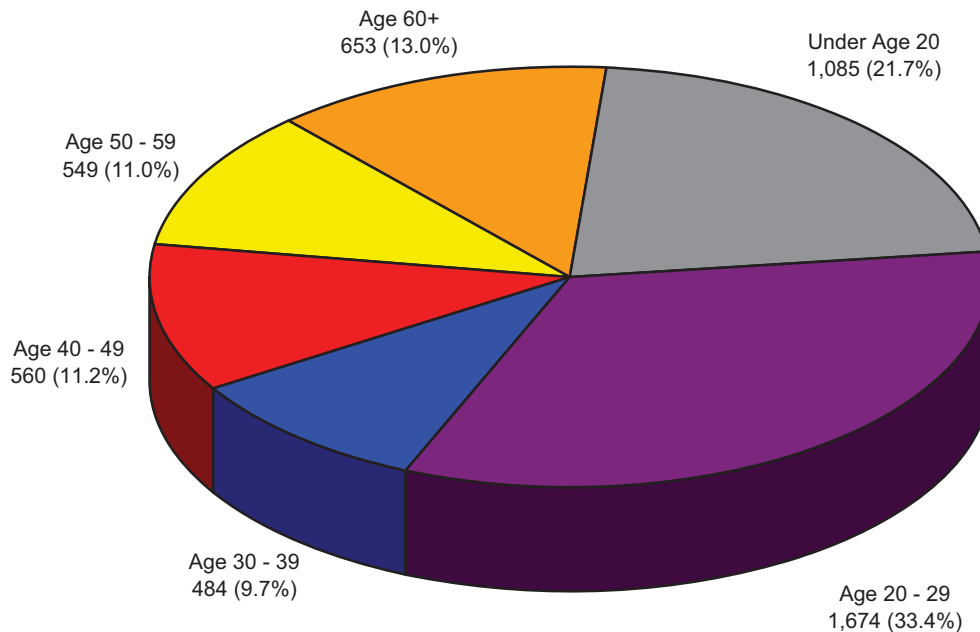


Non - Career (Term) Employee Medical Health Plan Participation



Note: Total Eligible Employees = 3

Non-Career Employees by Age



Total Non-Career Employees - 5,005

Non - Career Employees Distribution by Department

Central Administrative Services	6	0.12%
Montgomery County Commissioners' Office	0	0.00%
Montgomery County Department of Planning	8	0.16%
Montgomery County Department of Parks	363	7.25%
Prince George's County Commissioners' Office	5	0.10%
Prince George's County Department of Planning	7	0.14%
Prince George's County Parks and Recreation	4,616	92.23%
M-NCPPC Non-Career Employees - Total	5,005	100.00%

Excerpt from U.S. Equal Employment Opportunity Commission's EEOC Form 164, State and Local Government Information (EEO-4), Instruction Booklet.

RACE/ETHNIC IDENTIFICATION

An employer may acquire the race/ethnic information necessary for this section either by visual surveys of the work force, or from post-employment records as to the identity of employees. Since visual surveys are permitted, and the fact that race/ethnic identifications are not present on agency records is not an excuse for failure to provide the data called for. However, although the Commission does not encourage direct inquiry as a method of determining racial or ethnic identity, this method is not prohibited in cases where it has been used in the past, or where other methods are not practical, provided it is not used for purposes of discrimination.

Moreover, the fact that employees may be located at different addresses does not provide an acceptable reason for failure to comply with the reporting requirements. In such cases, it is recommended that visual surveys be conducted for the employer by persons such as supervisors who are responsible for the work of the employees or to whom the employees report for instruction or otherwise.

Please note that the General Counsel of the Commission has ruled, on the basis of court decisions, that the Commission has the authority to require the racial and ethnic identification of employees, regardless of any possible conflicting state or local laws.

The concept of race as used by the Equal Employment Opportunity Commission does not denote clearcut scientific definitions of anthropological origins. For the purposes of this report, an employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person may be counted in more than one race/ethnic category.

NOTE: The category "HISPANIC", while not a race identification, is included as a separate race/ethnic category because of the employment discrimination often encountered by this group; for this reason do not include HISPANIC under either "white" or "black".

For the purposes of the report, the following race/ethnic categories will be used:

- a. **White (not of Hispanic origin):** All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- b. **Black (not of Hispanic origin):** All persons having origins in any of the Black racial groups of Africa.
- c. **Hispanic:** All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- d. **Asian or Pacific Islander:** All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
- e. **American Indian or Alaskan Native:** All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

DESCRIPTION OF JOB CATEGORIES

- a. **Officials and Administrators:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and- housing, fire, A.B.C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.
- b. **Professionals:** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.
- c. **Technicians:** Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighers), and kindred workers.
- d. **Protective Service Workers:** Occupations in which workers are entrusted with public safety , security and protection from destructive forces. Includes: police patrol officers firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.
- e. **Paraprofessionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.
- f. **Administrative Support(Including Clerical and Sales):** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typist, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.
- g. **Skilled Craft Workers:** Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience

or through apprenticeship or other formal training programs. Includes: mechanics and repairers electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

- h. **Service-Maintenance:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundkeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
General Service Pay Schedule
Effective July 13, 2008
3.25% COLA

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
A	\$23,768 \$11.4269	\$32,220 \$15.4904	\$40,673 \$19.5543
B	\$25,390 \$12.2067	\$34,417 \$16.5466	\$43,443 \$20.8861
C	\$26,545 \$12.7620	\$37,131 \$17.8514	\$47,717 \$22.9409
D	\$29,823 \$14.3380	\$40,427 \$19.4361	\$51,031 \$24.5341
E	\$32,997 \$15.8639	\$44,730 \$21.5048	\$56,462 \$27.1452
F	\$37,025 \$17.8005	\$50,191 \$24.1303	\$63,357 \$30.4601
G	\$41,932 \$20.1596	\$56,842 \$27.3279	\$71,750 \$34.4952
H	\$47,535 \$22.8534	\$64,438 \$30.9798	\$81,342 \$39.1067
I	\$53,835 \$25.8822	\$73,068 \$35.1288	\$92,300 \$44.3750
J	\$62,658 \$30.1240	\$85,930 \$41.3125	\$109,200 \$52.5000
K	\$75,036 \$36.0750	\$101,718 \$48.9029	\$128,399 \$61.7303
L	\$91,015 \$43.7572	\$123,379 \$59.3168	\$155,743 \$74.8764

Approved by the Commission May 21, 2008

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Special Salary Range Pay Schedule for Select Career IT Positions ONLY
Effective July 13, 2008 - REVISED
3.25% COLA plus 3.5% Increase to Salary Range Maximum

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
GIT	\$44,028 \$21.1673	\$58,411 \$28.0822	\$75,340 \$36.2210
HIT	\$49,912 \$23.9962	\$66,215 \$31.8341	\$85,406 \$41.0606
IIT	\$56,526 \$27.1760	\$75,082 \$36.0971	\$96,914 \$46.5934
JIT	\$68,298 \$32.8356	\$91,651 \$44.0630	\$119,028 \$57.2251

<u>TITLE</u>	<u>GRADE</u>
Programmer/Analyst I	GIT
GIS Specialist I	GIT
IT Telecommunications Spec I	GIT
Programmer/Analyst II	HIT
GIS Specialist II	HIT
Senior IT Support Specialist	IIT
Programmer/Analyst III	IIT
GIS Specialist III	IIT
IT Systems Manager/Leader	JIT

Approved by the Commission
May 21, 2008

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Office/Clerical Bargaining Unit Pay Schedule
Effective July 13, 2008
3.25% COLA plus 2.5% Longevity Step (L4)

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Longevity</u>
C01	\$23,838 \$11.4606	\$32,316 \$15.5365	\$40,793 \$19.6120	\$41,813 \$20.1024
C02	\$25,465 \$12.2428	\$34,520 \$16.5962	\$43,574 \$20.9490	\$44,663 \$21.4726
C03	\$26,623 \$12.7995	\$37,240 \$17.9038	\$47,857 \$23.0082	\$49,053 \$23.5832
C04	\$29,909 \$14.3793	\$40,545 \$19.4928	\$51,180 \$24.6058	\$52,460 \$25.2212
C05	\$33,093 \$15.9101	\$44,860 \$21.5673	\$56,627 \$27.2245	\$58,043 \$27.9053
C06	\$37,135 \$17.8534	\$50,340 \$24.2019	\$63,544 \$30.5500	\$65,133 \$31.3139

Approved by the Commission
June 21, 2006

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
 Trades Bargaining Unit Pay Schedule
 Effective July 13, 2008
 3.25% COLA + 2.5% Longevity Step(L4)

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Longevity</u>
T01	\$25,465 \$12.2428	\$34,520 \$16.5962	\$43,574 \$20.9490	\$44,663 \$21.4726
T02	\$29,909 \$14.3793	\$40,545 \$19.4928	\$51,180 \$24.6058	\$52,460 \$25.2212
T03	\$33,093 \$15.9101	\$44,860 \$21.5673	\$56,627 \$27.2245	\$58,043 \$27.9053
T04	\$37,135 \$17.8534	\$50,340 \$24.2019	\$63,544 \$30.5500	\$65,133 \$31.3139

Approved by the Commission
 June 21, 2006

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
 Service/Labor Bargaining Unit Pay Schedule
 Effective July 13, 2008
 3.25% COLA + 2.5% Longevity Step(L4)

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Longevity</u>
L01	\$23,768 \$11.4269	\$32,221 \$15.4909	\$40,673 \$19.5543	\$41,690 \$20.0433
L02	\$26,545 \$12.7620	\$37,130 \$17.8514	\$47,716 \$22.9404	\$48,909 \$23.5139
L03,L04	\$29,823 \$14.3380	\$40,428 \$19.4365	\$51,032 \$24.5346	\$52,308 \$25.1481
L05,L06	\$32,997 \$15.8639	\$44,730 \$21.5048	\$56,462 \$27.1452	\$57,874 \$27.8240
L07	\$37,025 \$17.8005	\$50,191 \$24.1303	\$63,357 \$30.4601	\$64,941 \$31.2216

Approved by the Commission
 June 21, 2006

**The Maryland-National Capital Park and Planning Commission
FOP Park Police
Effective July 12, 2009 (3.75% COLA)**

Rank	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
P02		\$47,853	\$49,533	\$51,265	\$53,059	\$54,914	\$56,838	\$58,826	\$60,885	\$63,016	\$65,225	\$67,508	\$69,866	\$72,311	\$74,844	
P03	\$47,832	\$50,247	\$52,009	\$53,834	\$55,711	\$57,657	\$59,679	\$61,767	\$63,934	\$66,168	\$68,485	\$70,885	\$73,367	\$75,928	\$78,586	
P04	\$50,224	\$52,757	\$54,608	\$56,519	\$58,495	\$60,544	\$62,662	\$64,854	\$67,127	\$69,472	\$71,907	\$74,425	\$77,027	\$79,726	\$82,518	
P05	\$55,371	\$58,171	\$60,205	\$62,311	\$64,490	\$66,749	\$69,085	\$71,506	\$74,009	\$76,597	\$79,281	\$82,059	\$84,924	\$87,898	\$90,971	\$93,246

Rank	ASI 1*	ASI 2**
P02	\$76,717	\$78,634
P03	\$80,550	\$82,565
P04	\$84,578	\$86,692
P05	\$95,579	\$97,968

*ASI 1 Applies to all officers on the first anniversary date on which the officer has completed 16 years.

**ASI 2 Applies to all officers on the first anniversary date on which the officer has completed 19 years.

***1% Salary Adjustments effective 4/9/06, 7/2/06, and 7/1/07 as a result of officers assuming 100% of the LTD premiums or 80% of the CDBP premium effective 4/9/06 pursuant to Collective Bargaining Agreement dated February 1, 2005 to January 31, 2008.

Approved by the Commission May 21, 2008

Park Police Command Officers**Effective July 12, 2009****3.75% Adjustment to Pay Ranges**

<u>Title</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Lieutenant [P06]	\$64,234	\$86,793	\$109,354
Captain [P07]	\$74,315	\$100,412	\$126,509
Commander [P09]	\$90,785	\$117,988	\$145,188

Officer Candidate Pay Scale*
Effective July 13, 2008 (3.25% COLA)

<u>Position</u>	<u>Scale</u>
Candidate [PC]	\$46,123

* Park Police Candidates and officers covered by the Collective Bargaining Unit received a 1% salary adjustment effective 4/9/06, 7/2/06 and 7/1/07 as a result of assuming 100% of the LTD premiums on 4/9/06. These adjustments remain in effect only as long as the 100% LTD premium payments are maintained by officers.

Approved by the Commission June 17, 2009
Candidate Pay Approved by the Commission May 21, 2008

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
Seasonal/Intermittent Pay Schedule
Effective First Full Pay Period On or After April 12, 2009*

	<u>GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	<u>INSTRUCTORS</u>	
PFA I - 2001	N01	\$7.2500	\$8.3375	\$9.4250	2003	I
PFA II - 2018	N02	\$7.3000	\$8.6500	\$10.0000		
PFA III - 2042	N03	\$7.3200	\$9.0211	\$10.7221		
PFMA I - 2047	N04	\$7.4000	\$9.4400	\$11.4800	2045	II
PFMA II - 2051	N05	\$8.0223	\$10.2288	\$12.4353		
	N06	\$8.7447	\$11.1496	\$13.5547		
PFMA III - 2059	N07	\$9.2691	\$11.8182	\$14.3673		
	N08	\$9.8247	\$12.5267	\$15.2286	2065	III
	N09	\$10.4140	\$13.2780	\$16.1420		
	N10	\$11.0391	\$14.0749	\$17.1109		
Intern I/Playground Manager	N11	\$11.9223	\$15.2007	\$18.4792	2067	IV
	N12	\$12.8763	\$16.4175	\$19.9586		
Intern II	N13	\$14.8072	\$18.8791	\$22.9511	2069	V
	N14	\$17.0287	\$21.7118	\$26.3950		
	N15	\$19.5836	\$24.9688	\$30.3541	2071	VI

* N01-N04 rates revised in compliance with the Federal Minimum Wage Adjustment effective 7/24/09
as well as structural changes required to maximize its effectiveness

APPROVED BY THE COMMISSION FEBRUARY 18, 2009

The Maryland-National Capital Park and Planning Commission
Aquatics Seasonal/Intermittent Pay Schedule
Effective First Full Pay Period On or After May 25, 2008
20.0% Pay Schedule Adjustment

<u>Grade</u>	<u>First Year</u>	<u>Second Year</u>	<u>Third Year</u>
A01	\$7.75	\$8.33	\$8.90
A02	\$8.52	\$9.16	\$9.80
A03	\$9.30	\$10.07	\$10.88
A04	\$10.69	\$11.58	\$12.52
A05	\$12.31	\$13.31	\$14.39
A06	\$14.16	\$15.30	\$16.56
A07	\$16.28	\$17.60	\$19.04

Approved by Commission on February 20, 2008

The Maryland National Capital Park and Planning Commission

Premium Rates Effective January 1, 2010

EMPLOYEE-ONLY COVERAGE

Appointed & Career Employees & Pre-65 Retirees	Career Co-Pay %	Total Cost			Commission Share		Employee Share		Employee Term Contract Bi-Weekly	Change From 2009
		Bi-Weekly Rates	Monthly Rates	COBRA Rates	Bi-Weekly	Monthly	Bi-Weekly	Monthly		
CareFirst BCBS POS	85%/15%	\$135.24	\$293.00	\$298.86	\$114.96	\$249.05	\$20.28	\$43.95		0.00%
CareFirst BCBS POS/OOA (Retirees)	85%/15%	\$135.24	\$293.00	\$298.86	\$114.96	\$249.05	\$20.28	\$43.95		0.00%
Aetna Select HMO	85%/15%	\$146.45	\$317.29	\$323.64	\$124.49	\$269.70	\$21.96	\$47.59	\$102.52	0.00%
UnitedHealthcare Select EPO	85%/15%	\$132.58	\$287.25	\$293.00	\$112.70	\$244.17	\$19.88	\$43.08	\$92.81	0.00%
Caremark Prescription	85%/15%	\$42.47	\$92.00	\$93.84	\$36.10	\$78.20	\$6.37	\$13.80	\$29.73	0.00%
MetLife Dental	85%/15%	\$18.60	\$40.30	\$41.11	\$15.81	\$34.26	\$2.79	\$6.04		0.00%
Vision Service Plan - Low	80%/20%	\$1.73	\$3.73	\$3.80	\$1.39	\$2.99	\$0.34	\$0.74		0.00%
Vision Service Plan - Moderate	See note	\$3.13	\$6.77	\$6.91	\$1.39	\$2.99	\$1.74	\$3.78		0.00%
Vision Service Plan - High	See note	\$4.59	\$9.94	\$10.14	\$1.39	\$2.99	\$3.20	\$6.95		0.00%

Post-65 Retirees										
BC/BS Medicare Complement	85%/15%	N/A	\$168.00	N/A		N/A	\$142.80	N/A	\$25.20	0.00%

Other Benefit Plan Rates:

CIGNA - Long Term Disb - Regular	80%/20%	\$0.80	\$1.73	N/A						0.00%
CIGNA - Long Term Disb - CDBP	80%/20%	\$0.39	\$0.83	N/A						0.00%
Legal Resources - Legal Services	0%/100%	\$9.00	\$18.00	N/A	\$0.00	\$0.00	\$9.00	\$18.00		0.00%
Life Insurance	80%/20%		\$0.220							0.00%
AD&D	80%/20%		\$0.03							0.00%

Notes:

Prescription drug coverage is separate from medical plans

Contract Employees: Commission pays 30%, employee pays 70%

Vision: (Commission pays/Employee pays) Low Option: 80%/20% Moderate and High Options: 80% of low plan/Employee pays balance

Basic Life Insurance: Commission pays 80%, employee pays 20%; dependent is paid 100% by employee. Rates are per \$1000 of eligible salary

CIGNA: Rates are per \$100 of monthly benefit

Legal Resources: Employee pays 100%. \$9.00 bi-weekly - 1st and 2nd per pay periods monthly.

The Maryland National Capital Park and Planning Commission

Premium Rates Effective January 1, 2010

TWO-MEMBER COVERAGE

Appointed & Career Employees & Pre-65 Retirees	Career Co-Pay %	Total Cost			Commission Share		Employee Share		Employee Term Contract Bi- Weekly	Change From 2009
		Bi- Weekly Rates	Monthly Rates	COBRA Rates	Bi- Weekly	Monthly	Bi- Weekly	Monthly		
CareFirst BCBS POS	85%/15%	\$270.47	\$586.00	\$597.72	\$229.90	\$498.10	\$40.57	\$87.90		0.00%
CareFirst BCBS POS/OOA (Retirees)	85%/15%	\$270.47	\$586.00	\$597.72	\$229.90	\$498.10	\$40.57	\$87.90		0.00%
Aetna Select HMO	85%/15%	\$300.28	\$650.60	\$663.61	\$255.24	\$553.01	\$45.04	\$97.59	\$210.20	0.00%
UnitedHealthcare Select EPO	85%/15%	\$267.26	\$579.06	\$590.64	\$227.18	\$492.21	\$40.08	\$86.85	\$187.09	0.00%
Caremark Prescription	85%/15%	\$84.93	\$184.00	\$187.68	\$72.20	\$156.40	\$12.73	\$27.60	\$59.46	0.00%
MetLife Dental	85%/15%	\$35.36	\$76.60	\$78.13	\$30.06	\$65.11	\$5.30	\$11.49		0.00%
Vision Service Plan - Low	80%/20%	\$3.42	\$7.39	\$7.54	\$2.74	\$5.92	\$0.68	\$1.47		0.00%
Vision Service Plan - Moderate	See note	\$6.20	\$13.42	\$13.69	\$2.74	\$5.92	\$3.46	\$7.50		0.00%
Vision Service Plan - High	See note	\$9.10	\$19.71	\$20.10	\$2.74	\$5.92	\$6.36	\$13.79		0.00%
Post-65 Retirees										
BC/BS Medicare Complement	85%/15%	N/A	\$336.00	N/A	N/A	\$285.60	N/A	\$50.40		0.00%
Other Benefit Plan Rates:										
CIGNA - Long Term Disb - Regular	80%/20%	\$0.80	\$1.73	N/A						0.00%
CIGNA - Long Term Disb - CDBP	80%/20%	\$0.39	\$0.83	N/A						0.00%
Legal Resources - Legal Services	0%/100%	\$9.00	\$18.00	N/A	\$0.00	\$0.00	\$9.00	\$18.00		0.00%
Life Insurance	80%/20%		\$0.220							0.00%
AD&D	80%/20%		\$0.030							0.00%

Notes:

Prescription drug coverage is separate from medical plans

Contract Employees: Commission pays 30%, employee pays 70%

Vision: (Commission pays/Employee pays) Low Option: 80%/20% Moderate and High Options: 80% of low plan/Employee pays balance

Basic Life Insurance: Commission pays 80%, employee pays 20%; dependent is paid 100% by employee. Rates are per \$1000 of eligible salary

CIGNA: Rates are per \$100 of monthly benefit

Legal Resources: Employee pays 100%. \$9.00 bi-weekly - 1st and 2nd per pay periods monthly.

The Maryland National Capital Park and Planning Commission

Premium Rates Effective January 1, 2010

FAMILY COVERAGE

Appointed & Career Employees & Pre-65 Retirees	Career Co-Pay %	Total Cost			Commission Share		Employee Share		Employee Term Contract Bi- Weekly	Change From 2009
		Bi- Weekly Rates	Monthly Rates	COBRA Rates	Bi- Weekly	Monthly	Bi- Weekly	Monthly		
CareFirst BCBS POS	85%/15%	\$405.70	\$879.00	\$896.58	\$344.85	\$747.15	\$60.85	\$131.85		0.00%
CareFirst BCBS POS/OOA (Retirees)	85%/15%	\$405.70	\$879.00	\$896.58	\$344.85	\$747.15	\$60.85	\$131.85		0.00%
Aetna Select HMO	85%/15%	\$440.52	\$954.46	\$973.55	\$374.45	\$811.30	\$66.07	\$143.16	\$308.37	0.00%
UnitedHealthcare Select EPO	85%/15%	\$403.02	\$873.20	\$890.66	\$342.57	\$742.22	\$60.45	\$130.98	\$282.12	0.00%
Caremark Prescription	85%/15%	\$127.39	\$276.00	\$281.52	\$108.29	\$234.60	\$19.10	\$41.40	\$89.18	0.00%
MetLife Dental	85%/15%	\$53.96	\$116.90	\$119.24	\$45.87	\$99.37	\$8.09	\$17.53		0.00%
Vision Service Plan - Low	80%/20%	\$3.72	\$8.06	\$8.22	\$2.98	\$6.45	\$0.74	\$1.61		0.00%
Vision Service Plan - Moderate	See note	\$6.78	\$14.67	\$14.96	\$2.98	\$6.45	\$3.80	\$8.22		0.00%
Vision Service Plan - High	See note	\$9.97	\$21.59	\$22.02	\$2.98	\$6.45	\$6.99	\$15.14		0.00%
Post-65 Retirees (3 members on)										
BC/BS Medicare Complement	85%/15%	N/A	\$504.00	N/A	N/A	\$428.40	N/A	\$75.60		0.00%
Other Benefit Plan Rates:										
CIGNA - Long Term Disb - Regular	80%/20%	\$0.80	\$1.73	N/A						0.00%
CIGNA - Long Term Disb - CDBP	80%/20%	\$0.39	\$0.83	N/A						0.00%
Legal Resources - Legal Services	0%/100%	\$9.00	\$18.00	N/A	\$0.00	\$0.00	\$9.00	\$18.00		0.00%
Life Insurance	80%/20%		\$0.220							0.00%
Life Insurance for Dependents	0%/100%		\$0.43							0.00%
AD&D	80%/20%		\$0.030							0.00%

Notes:

Prescription drug coverage is separate from medical plans

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Basic Life Insurance: Commission pays 80%, employee pays 20%; dependent is paid 100% by employee. Rates are per \$1000 of eligible salary

CIGNA: Rates are per \$100 of monthly benefit

Legal Resources: Employee pays 100%. \$9.00 bi-weekly - 1st and 2nd per pay periods monthly.